

PAY POLICY 01
CLASSIFIED ON EMPLOYEE/EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2003

HOURLY RATE	GRADE AND STEP	APPROXIMATE SALARY			
		BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
7.33	10-01	586.40	1,275.42	637.71	15,305.04
7.59	10-02 11-01	607.20	1,320.66	660.33	15,847.92
7.84	10-03 11-02 12-01	627.20	1,364.16	682.08	16,369.92
8.11	10-04 11-03 12-02 13-01	648.80	1,411.14	705.57	16,933.68
8.38	10-05 11-04 12-03 13-02 14-01	670.40	1,458.12	729.06	17,497.44
8.69	10-06 11-05 12-04 13-03 14-02 15-01	695.20	1,512.06	756.03	18,144.72
8.99	10-07 11-06 12-05 13-04 14-03 15-02 16-01	719.20	1,564.26	782.13	18,771.12
9.32	10-08 11-07 12-06 13-05 14-04 15-03 16-02 17-01	745.60	1,621.68	810.84	19,460.16
9.67	10-09 11-08 12-07 13-06 14-05 15-04 16-03 17-02 18-01	773.60	1,682.58	841.29	20,190.96
10.02	11-09 12-08 13-07 14-06 15-05 16-04 17-03 18-02 19-01	801.60	1,743.48	871.74	20,921.76
10.39	20-01	831.20	1,807.86	903.93	21,694.32
10.81	20-02 21-01	864.80	1,880.94	940.47	22,571.28
11.20	20-03 21-02 22-01	896.00	1,948.80	974.40	23,385.60
11.65	20-04 21-03 22-02 23-01	932.00	2,027.10	1,013.55	24,325.20
12.13	20-05 21-04 22-03 23-02 24-01	970.40	2,110.62	1,055.31	25,327.44
12.60	20-06 21-05 22-04 23-03 24-02 25-01	1,008.00	2,192.40	1,096.20	26,308.80
13.10	20-07 21-06 22-05 23-04 24-03 25-02 26-01	1,048.00	2,279.40	1,139.70	27,352.80
13.63	20-08 21-07 22-06 23-05 24-04 25-03 26-02 27-01	1,090.40	2,371.62	1,185.81	28,459.44
14.21	20-09 21-08 22-07 23-06 24-05 25-04 26-03 27-02 28-01	1,136.80	2,472.54	1,236.27	29,670.48
14.80	21-09 22-08 23-07 24-06 25-05 26-04 27-03 28-02 29-01	1,184.00	2,575.20	1,287.60	30,902.40
15.41	30-01	1,232.80	2,681.34	1,340.67	32,176.08
16.07	30-02 31-01	1,285.60	2,796.18	1,398.09	33,554.16
16.74	30-03 31-02 32-01	1,339.20	2,912.76	1,456.38	34,953.12
17.48	30-04 31-03 32-02 33-01	1,398.40	3,041.52	1,520.76	36,498.24
18.22	30-05 31-04 32-03 33-02 34-01	1,457.60	3,170.28	1,585.14	38,043.36
19.01	30-06 31-05 32-04 33-03 34-02 35-01	1,520.80	3,307.74	1,653.87	39,692.88
19.85	30-07 31-06 32-05 33-04 34-03 35-02 36-01	1,588.00	3,453.90	1,726.95	41,446.80
20.74	30-08 31-07 32-06 33-05 34-04 35-03 36-02 37-01	1,659.20	3,608.76	1,804.38	43,305.12
21.64	30-09 31-08 32-07 33-06 34-05 35-04 36-03 37-02 38-01	1,731.20	3,765.36	1,882.68	45,184.32
22.62	31-09 32-08 33-07 34-06 35-05 36-04 37-03 38-02 39-01	1,809.60	3,935.88	1,967.94	47,230.56
23.64	40-01	1,891.20	4,113.36	2,056.68	49,360.32
24.71	40-02 41-01	1,976.80	4,299.54	2,149.77	51,594.48
25.84	40-03 41-02 42-01	2,067.20	4,496.16	2,248.08	53,953.92
27.01	40-04 41-03 42-02 43-01	2,160.80	4,699.74	2,349.87	56,396.88
28.24	40-05 41-04 42-03 43-02 44-01	2,259.20	4,913.76	2,456.88	58,965.12
29.55	40-06 41-05 42-04 43-03 44-02 45-01	2,364.00	5,141.70	2,570.85	61,700.40
30.91	40-07 41-06 42-05 43-04 44-03 45-02 46-01	2,472.80	5,378.34	2,689.17	64,540.08
32.36	40-08 41-07 42-06 43-05 44-04 45-03 46-02 47-01	2,588.80	5,630.64	2,815.32	67,567.68
33.86	40-09 41-08 42-07 43-06 44-05 45-04 46-03 47-02 48-01	2,708.80	5,891.64	2,945.82	70,699.68
35.45	41-09 42-08 43-07 44-06 45-05 46-04 47-03 48-02 49-01	2,836.00	6,168.30	3,084.15	74,019.60
37.12	50-01	2,969.60	6,458.88	3,229.44	77,506.56
38.88	50-02 51-01	3,110.40	6,765.12	3,382.56	81,181.44
40.73	50-03 51-02 52-01	3,258.40	7,087.02	3,543.51	85,044.24
42.66	50-04 51-03 52-02 53-01	3,412.80	7,422.84	3,711.42	89,074.08
44.70	50-05 51-04 52-03 53-02 54-01	3,576.00	7,777.80	3,888.90	93,333.60
46.84	50-06 51-05 52-04 53-03 54-02 55-01	3,747.20	8,150.16	4,075.08	97,801.92
49.10	50-07 51-06 52-05 53-04 54-03 55-02	3,928.00	8,543.40	4,271.70	102,520.80
51.45	50-08 51-07 52-06 53-05 54-04 55-03	4,116.00	8,952.30	4,476.15	107,427.60
53.92	50-09 51-08 52-07 53-06 54-05 55-04	4,313.60	9,382.08	4,691.04	112,584.96
56.51	51-09 52-08 53-07 54-06 55-05	4,520.80	9,832.74	4,916.37	117,992.88
59.25	52-09 53-08 54-07 55-06	4,740.00	10,309.50	5,154.75	123,714.00
62.13	53-09 54-08 55-07	4,970.40	10,810.62	5,405.31	129,727.44
65.14	54-09 55-08	5,211.20	11,334.36	5,667.18	136,012.32
68.29	55-09	5,463.20	11,882.46	5,941.23	142,589.52

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 10.50%.
MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 02
CLASSIFIED ON EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2003

HOURLY RATE	GRADE AND STEP	APPROXIMATE SALARY			
		BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
6.66	10-01	532.80	1,158.84	579.42	13,906.08
6.89	10-02 11-01	551.20	1,198.86	599.43	14,386.32
7.12	10-03 11-02 12-01	569.60	1,238.88	619.44	14,866.56
7.36	10-04 11-03 12-02 13-01	588.80	1,280.64	640.32	15,367.68
7.61	10-05 11-04 12-03 13-02 14-01	608.80	1,324.14	662.07	15,889.68
7.89	10-06 11-05 12-04 13-03 14-02 15-01	631.20	1,372.86	686.43	16,474.32
8.16	10-07 11-06 12-05 13-04 14-03 15-02 16-01	652.80	1,419.84	709.92	17,038.08
8.46	10-08 11-07 12-06 13-05 14-04 15-03 16-02 17-01	676.80	1,472.04	736.02	17,664.48
8.78	10-09 11-08 12-07 13-06 14-05 15-04 16-03 17-02 18-01	702.40	1,527.72	763.86	18,332.64
9.10	11-09 12-08 13-07 14-06 15-05 16-04 17-03 18-02 19-01	728.00	1,583.40	791.70	19,000.80
9.43	20-01 12-09 13-08 14-07 15-06 16-05 17-04 18-03 19-02	754.40	1,640.82	820.41	19,689.84
9.82	20-02 21-01 13-09 14-08 15-07 16-06 17-05 18-04 19-03	785.60	1,708.68	854.34	20,504.16
10.17	20-03 21-02 22-01 14-09 15-08 16-07 17-06 18-05 19-04	813.60	1,769.58	884.79	21,234.96
10.58	20-04 21-03 22-02 23-01 15-09 16-08 17-07 18-06 19-05	846.40	1,840.92	920.46	22,091.04
11.01	20-05 21-04 22-03 23-02 24-01 16-09 17-08 18-07 19-06	880.80	1,915.74	957.87	22,988.88
11.44	20-06 21-05 22-04 23-03 24-02 25-01 17-09 18-08 19-07	915.20	1,990.56	995.28	23,886.72
11.90	20-07 21-06 22-05 23-04 24-03 25-02 26-01 18-09 19-08	952.00	2,070.60	1,035.30	24,847.20
12.38	20-08 21-07 22-06 23-05 24-04 25-03 26-02 27-01 19-09	990.40	2,154.12	1,077.06	25,849.44
12.90	20-09 21-08 22-07 23-06 24-05 25-04 26-03 27-02 28-01	1,032.00	2,244.60	1,122.30	26,935.20
13.44	21-09 22-08 23-07 24-06 25-05 26-04 27-03 28-02 29-01	1,075.20	2,338.56	1,169.28	28,062.72
13.99	30-01 22-09 23-08 24-07 25-06 26-05 27-04 28-03 29-02	1,119.20	2,434.26	1,217.13	29,211.12
14.59	30-02 31-01 23-09 24-08 25-07 26-06 27-05 28-04 29-03	1,167.20	2,538.66	1,269.33	30,463.92
15.20	30-03 31-02 32-01 24-09 25-08 26-07 27-06 28-05 29-04	1,216.00	2,644.80	1,322.40	31,737.60
15.87	30-04 31-03 32-02 33-01 25-09 26-08 27-07 28-06 29-05	1,269.60	2,761.38	1,380.69	33,136.56
16.54	30-05 31-04 32-03 33-02 34-01 26-09 27-08 28-07 29-06	1,323.20	2,877.96	1,438.98	34,535.52
17.26	30-06 31-05 32-04 33-03 34-02 35-01 27-09 28-08 29-07	1,380.80	3,003.24	1,501.62	36,038.88
18.02	30-07 31-06 32-05 33-04 34-03 35-02 36-01 28-09 29-08	1,441.60	3,135.48	1,567.74	37,625.76
18.83	30-08 31-07 32-06 33-05 34-04 35-03 36-02 37-01 29-09	1,506.40	3,276.42	1,638.21	39,317.04
19.65	30-09 31-08 32-07 33-06 34-05 35-04 36-03 37-02 38-01	1,572.00	3,419.10	1,709.55	41,029.20
20.54	31-09 32-08 33-07 34-06 35-05 36-04 37-03 38-02 39-01	1,643.20	3,573.96	1,786.98	42,887.52
21.47	40-01 32-09 33-08 34-07 35-06 36-05 37-04 38-03 39-02	1,717.60	3,735.78	1,867.89	44,829.36
22.44	40-02 41-01 33-09 34-08 35-07 36-06 37-05 38-04 39-03	1,795.20	3,904.56	1,952.28	46,854.72
23.46	40-03 41-02 42-01 34-09 35-08 36-07 37-06 38-05 39-04	1,876.80	4,082.04	2,041.02	48,984.48
24.53	40-04 41-03 42-02 43-01 35-09 36-08 37-07 38-06 39-05	1,962.40	4,268.22	2,134.11	51,218.64
25.64	40-05 41-04 42-03 43-02 44-01 36-09 37-08 38-07 39-06	2,051.20	4,461.36	2,230.68	53,536.32
26.83	40-06 41-05 42-04 43-03 44-02 45-01 37-09 38-08 39-07	2,146.40	4,668.42	2,334.21	56,021.04
28.07	40-07 41-06 42-05 43-04 44-03 45-02 46-01 38-09 39-08	2,245.60	4,884.18	2,442.09	58,610.16
29.38	40-08 41-07 42-06 43-05 44-04 45-03 46-02 47-01 39-09	2,350.40	5,112.12	2,556.06	61,345.44
30.75	40-09 41-08 42-07 43-06 44-05 45-04 46-03 47-02 48-01	2,460.00	5,350.50	2,675.25	64,206.00
32.19	41-09 42-08 43-07 44-06 45-05 46-04 47-03 48-02 49-01	2,575.20	5,601.06	2,800.53	67,212.72
33.71	50-01 42-09 43-08 44-07 45-06 46-05 47-04 48-03 49-02	2,696.80	5,865.54	2,932.77	70,386.48
35.31	50-02 51-01 43-09 44-08 45-07 46-06 47-05 48-04 49-03	2,824.80	6,143.94	3,071.97	73,727.28
36.99	50-03 51-02 52-01 44-09 45-08 46-07 47-06 48-05 49-04	2,959.20	6,436.26	3,218.13	77,235.12
38.74	50-04 51-03 52-02 53-01 45-09 46-08 47-07 48-06 49-05	3,099.20	6,740.76	3,370.38	80,889.12
40.59	50-05 51-04 52-03 53-02 54-01 46-09 47-08 48-07 49-06	3,247.20	7,062.66	3,531.33	84,751.92
42.53	50-06 51-05 52-04 53-03 54-02 55-01 47-09 48-08 49-07	3,402.40	7,400.22	3,700.11	88,802.64
44.59	50-07 51-06 52-05 53-04 54-03 55-02 48-09 49-08	3,567.20	7,758.66	3,879.33	93,103.92
46.72	50-08 51-07 52-06 53-05 54-04 55-03 49-09	3,737.60	8,129.28	4,064.64	97,551.36
48.96	50-09 51-08 52-07 53-06 54-05 55-04	3,916.80	8,519.04	4,259.52	102,228.48
51.31	51-09 52-08 53-07 54-06 55-05	4,104.80	8,927.94	4,463.97	107,135.28
53.80	52-09 53-08 54-07 55-06	4,304.00	9,361.20	4,680.60	112,334.40
56.42	53-09 54-08 55-07	4,513.60	9,817.08	4,908.54	117,804.96
59.15	54-09 55-08	4,732.00	10,292.10	5,146.05	123,505.20
62.01	55-09	4,960.80	10,789.74	5,394.87	129,476.88

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .90806.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON **EMPLOYEE/EMPLOYER-PAID** RETIREMENT
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: **JULY 2003

E/EPR HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->		
											*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
7.66	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	612.80	766.00	1,532.00
8.03	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	642.40	803.00	1,606.00
8.37	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	669.60	837.00	1,674.00
8.75	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	700.00	875.00	1,750.00
9.15	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	732.00	915.00	1,830.00
9.56	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	764.80	956.00	1,912.00
10.00	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	800.00	1,000.00	2,000.00
10.47	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	837.60	1,047.00	2,094.00
10.96	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	876.80	1,096.00	2,192.00
11.46	.....	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	916.80	1,146.00	2,292.00
12.00	55-01	.....	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	960.00	1,200.00	2,400.00
12.56	55-02	.....	.....	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,004.80	1,256.00	2,512.00
13.16	55-03	.....	.....	.....	49-09	50-08	51-07	52-06	53-05	54-04	1,052.80	1,316.00	2,632.00
13.77	55-04	.....	.....	.....	.....	50-09	51-08	52-07	53-06	54-05	1,101.60	1,377.00	2,754.00
14.41	55-05	.....	.....	.....	.....	.....	51-09	52-08	53-07	54-06	1,152.80	1,441.00	2,882.00
15.10	55-06	.....	.....	.....	.....	.....	.....	52-09	53-08	54-07	1,208.00	1,510.00	3,020.00
15.83	55-07	.....	.....	.....	.....	.....	.....	.....	53-09	54-08	1,266.40	1,583.00	3,166.00
16.57	55-08	.....	.....	.....	.....	.....	.....	.....	.....	54-09	1,325.60	1,657.00	3,314.00
17.34	55-09	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,387.20	1,734.00	3,468.00

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK.

THE WEEKLY SALARY ON THE SCHEDULE IS COMPUTED BY MULTIPLYING THE E/EPR HOURLY RATE BY 80 HOURS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE.

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK, THE WEEKLY SALARY WITH OT MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY, THE WEEKLY SALARY WITH OT FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$732.16:

$$\begin{aligned}
 64 (4 \times 16) \times \$9.15 &= \$585.60 \\
 32 (64 - 32) \times \$4.58 &= \$146.56 \\
 \hline
 &= \$732.16
 \end{aligned}$$

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER-PAID HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (WEEKLY SALARY) EXCLUDING OVERTIME.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON EMPLOYEE/EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: **JULY 2003

E/EPR REGULAR RATE	<----- GRADE AND STEP ----->										BASE BW SAL	BI-WEEKLY SALARY WITH OT
7.66	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	919.20	1,072.40
8.03	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	963.60	1,124.20
8.37	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	1,004.40	1,171.80
8.75	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	1,050.00	1,225.00
9.15	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	1,098.00	1,281.00
9.56	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	1,147.20	1,338.40
10.00	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	1,200.00	1,400.00
10.47	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	1,256.40	1,465.80
10.96	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	1,315.20	1,534.40
11.46	.....	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	1,375.20	1,604.40
12.00	55-01	.....	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	1,440.00	1,680.00
12.56	55-02	.....	.....	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,507.20	1,758.40
13.16	55-03	.....	.....	.....	49-09	50-08	51-07	52-06	53-05	54-04	1,579.20	1,842.40
13.77	55-04	.....	.....	.....	.....	50-09	51-08	52-07	53-06	54-05	1,652.40	1,927.80
14.41	55-05	.....	.....	.....	.....	.....	51-09	52-08	53-07	54-06	1,729.20	2,017.40
15.10	55-06	.....	.....	.....	.....	.....	.....	52-09	53-08	54-07	1,812.00	2,114.00
15.83	55-07	.....	.....	.....	.....	.....	.....	.....	53-09	54-08	1,899.60	2,216.20
16.57	55-08	.....	.....	.....	.....	.....	.....	.....	.....	54-09	1,988.40	2,319.80
17.34	55-09	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,080.80	2,427.60

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM THE E/EPR COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE E/EPR HOURLY RATE FROM THE SCHEDULE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEK 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

THE E/EPR HOURLY RATE ON THIS SCHEDULE IS OBTAINED FROM THE 160 HOUR E/EPR SCHEDULE FOR TEACHING PARENTS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID ONE-HALF OF THE E/EPR HOURLY RATE.

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 120 HOURS IN A BIWEEKLY PERIOD, THE BIWEEKLY SALARY MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY (24-HOUR SHIFT), THE BIWEEKLY SALARY FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$1098.16:

$$\begin{aligned}
 104 (4 @ 16 + 5 @ 8) \times \$9.15 &= \$951.60 \\
 32 (4 \times 8) \times \$4.58 &= \$146.56 \\
 \hline
 &= \$1098.16
 \end{aligned}$$

ANY HOUR WORKED OVER THE BASE HOURS OF 120 IN A BIWEEKLY WORK PERIOD WILL BE PAID AT TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: **JULY 2003

<-HOURLY RATES->												<---- APPROXIMATE SALARY ---->		
E/EPR		GRADE AND STEP										*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
EPR	REGULAR													
6.96	7.66	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	556.80	710.00	1,420.00
7.29	8.03	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	583.20	743.80	1,487.60
7.60	8.37	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	608.00	775.40	1,550.80
7.95	8.75	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	636.00	811.00	1,622.00
8.31	9.15	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	664.80	847.80	1,695.60
8.68	9.56	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	694.40	885.60	1,771.20
9.08	10.00	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	726.40	926.40	1,852.80
9.51	10.47	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	760.80	970.20	1,940.40
9.95	10.96	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	796.00	1,015.20	2,030.40
10.41	11.46	.....	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	832.80	1,062.00	2,124.00
10.90	12.00	55-01	.....	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	872.00	1,112.00	2,224.00
11.41	12.56	55-02	.....	.....	48-09	49-08	50-07	51-06	52-05	53-04	54-03	912.80	1,164.00	2,328.00
11.95	13.16	55-03	.....	.....	.....	49-09	50-08	51-07	52-06	53-05	54-04	956.00	1,219.20	2,438.40
12.50	13.77	55-04	.....	.....	.....	.....	50-09	51-08	52-07	53-06	54-05	1,000.00	1,275.40	2,550.80
13.09	14.41	55-05	.....	.....	.....	.....	.....	51-09	52-08	53-07	54-06	1,047.20	1,335.40	2,670.80
13.71	15.10	55-06	.....	.....	.....	.....	.....	.....	52-09	53-08	54-07	1,096.80	1,398.80	2,797.60
14.37	15.83	55-07	.....	.....	.....	.....	.....	.....	.....	53-09	54-08	1,149.60	1,466.20	2,932.40
15.05	16.57	55-08	.....	.....	.....	.....	.....	.....	.....	.....	54-09	1,204.00	1,535.40	3,070.80
15.75	17.34	55-09	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,260.00	1,606.80	3,213.60

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE FOR TEACHING PARENTS BY MULTIPLYING THE E/EPR HOURLY RATE BY THE FACTOR OF .90806 TO GET THE EPR HOURLY RATE.

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK. IT IS DERIVED BY MULTIPLYING THE EPR HOURLY RATE BY 80.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT AND CALCULATION OF OT WHEN AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK).

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OVERTIME A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTW WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTW JULY 1, 2003

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER-PAID RETIREMENT
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: **JULY 2003

<-HOURLY RATES->		<----- GRADE AND STEP ----->										<-APPROXIMATE SALARY->	
EPR	REGULAR											BASE BI-WEEKLY	BI-WEEKLY WITH OT
6.96	7.66	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	835.20	988.40
7.29	8.03	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	874.80	1,035.40
7.60	8.37	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	912.00	1,079.40
7.95	8.75	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	954.00	1,129.00
8.31	9.15	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	997.20	1,180.20
8.68	9.56	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	1,041.60	1,232.80
9.08	10.00	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	1,089.60	1,289.60
9.51	10.47	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	1,141.20	1,350.60
9.95	10.96	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	1,194.00	1,413.20
10.41	11.46	.....	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	1,249.20	1,478.40
10.90	12.00	55-01	.....	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	1,308.00	1,548.00
11.41	12.56	55-02	.....	.....	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,369.20	1,620.40
11.95	13.16	55-03	.....	.....	.....	49-09	50-08	51-07	52-06	53-05	54-04	1,434.00	1,697.20
12.50	13.77	55-04	.....	.....	.....	.....	50-09	51-08	52-07	53-06	54-05	1,500.00	1,775.40
13.09	14.41	55-05	.....	.....	.....	.....	.....	51-09	52-08	53-07	54-06	1,570.80	1,859.00
13.71	15.10	55-06	.....	.....	.....	.....	.....	.....	52-09	53-08	54-07	1,645.20	1,947.20
14.37	15.83	55-07	.....	.....	.....	.....	.....	.....	.....	53-09	54-08	1,724.40	2,041.00
15.05	16.57	55-08	.....	.....	.....	.....	.....	.....	.....	.....	54-09	1,806.00	2,137.40
15.75	17.34	55-09	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,890.00	2,236.80

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM EMPLOYER-PAID COMPENSATION SCHEDULE FOR TEACHING PARENTS. WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE EPR HOURLY RATE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEKS 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT RATE).

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

ANY HOURS WORKED OVER THE BASE HOURS OF 120 IN THE BIWEEKLY WORK PERIOD WILL BE PAID TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 06
 CLASSIFIED **MEDICAL** EMPLOYEES
 ON **EMPLOYEE/EMPLOYER** PAID RETIREMENT
 COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	APPROX. ANNUAL SALARY	APPROX. BIWEEKLY SALARY	APPROX. HOURLY RATE
10.211	SR PHYSICIAN (RANGE A)	120,552	4,618.85	57.7356
10.212	SR PHYSICIAN (RANGE B)	130,798	5,011.42	62.6427
10.219	SR PHYSICIAN (RANGE C)	135,584	5,194.79	64.9349
10.109	SR PSYCHIATRIST (RANGE A)	130,798	5,011.42	62.6427
10.110	SR PSYCHIATRIST (RANGE B)	135,582	5,194.71	64.9339
10.111	SR PSYCHIATRIST (RANGE C)	154,123	5,905.10	73.8137
10.203	STATE HEALTH OFFICER (RANGE A)	135,582	5,194.71	64.9339
10.204	STATE HEALTH OFFICER (RANGE B)	138,128	5,292.26	66.1533
10.202	STATE HEALTH OFFICER (RANGE C)	140,678	5,389.96	67.3745
10.251	SR INSTITUTIONAL DENTIST (A)	106,912	4,096.25	51.2031
10.252	SR INSTITUTIONAL DENTIST (B)	120,626	4,621.69	57.7711
10.221	MEDICAL DIRECTOR (ST LAB)	135,582	5,194.71	64.9339
10.286	VETERINARY DIAGNOSTICIAN	78,309	3,000.34	37.5043
10.285	SR VETERINARY DIAGNOSTICN	81,334	3,116.25	38.9531
10.284	SUPERVISOR, ANIMAL DISEASE LAB	84,522	3,238.39	40.4799
10.705	PHARMACIST 3	104,958	4,021.38	50.2672
10.703	PHARMACIST 2	95,416	3,655.78	45.6973
10.709	PHARMACIST 1	86,742	3,323.45	41.5431

THE CONTRIBUTION RATE FOR REGULAR **MEMBERS** OF THE **RETIREMENT** SYSTEM WHO ELECT **EMPLOYEE/EMPLOYER-PAID** RETIREMENT IS 10.50%.

EFFECTIVE FIRST MONTHLY **RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 07
CLASSIFIED MEDICAL EMPLOYEES
ON EMPLOYER PAID **RETIREMENT**
COMPENSATION **SCHEDULE**

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	APPROX. ANNUAL SALARY	APPROX. BIWEEKLY SALARY	APPROX. HOURLY RATE
10.211	SR PHYSICIAN (RANGE A)	109,468	4,194.18	52.4272
10.212	SR PHYSICIAN (RANGE B)	118,772	4,550.65	56.8831
10.219	SR PHYSICIAN (RANGE C)	123,118	4,717.17	58.9646
10.109	SR PSYCHIATRIST (RANGE A)	118,772	4,550.65	56.8831
10.110	SR PSYCHIATRIST (RANGE B)	123,117	4,717.13	58.9641
10.111	SR PSYCHIATRIST (RANGE C)	139,953	5,362.18	67.0273
10.203	STATE HEALTH OFFICER (RANGE A)	123,117	4,717.13	58.9641
10.204	STATE HEALTH OFFICER (RANGE B)	125,429	4,805.71	60.0714
10.202	STATE HEALTH OFFICER (RANGE C)	127,744	4,894.41	61.1801
10.251	SR INSTITUTIONAL DENTIST (A)	97,083	3,719.66	46.4957
10.252	SR INSTITUTIONAL DENTIST (B)	109,536	4,196.78	52.4598
10.221	MEDICAL DIRECTOR (ST LAB)	123,117	4,717.13	58.9641
10.286	VETERINARY DIAGNOSTICIAN	71,109	2,724.48	34.0560
10.285	SR VETERINARY DIAGNOSTICN	73,856	2,829.73	35.3716
10.284	SUPERVISOR, ANIMAL DISEASE LAB	76,751	2,940.65	36.7581
10.705	PHARMACIST 3	95,308	3,651.65	45.6456
10.703	PHARMACIST 2	86,643	3,319.66	41.4957
10.709	PHARMACIST 1	78,767	3,017.90	37.7237

THE CONTRIBUTION RATE FOR REGULAR **MEMBERS** OF THE **RETIREMENT** SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%.

THIS SCHEDULE WAS DEVELOPED FROM THE **REGULAR EMPLOYEE/EMPLOYER-PAID** COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE **FACTOR** OF .90806

****EFFECTIVE** FIRST MONTHLY **RETIREMENT** REPORTING PERIOD COMMENCING ON OR **AFTER** JULY 1, 2003

PAY POLICY 10
UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
1.	GOVERNORS OFFICE OF CONSUMER HEALTH ASSISTANCE					
U4921	CHIEF OMBUDSMAN-CONSUMR HEALTH	A	E	107,433	4,116.21	51.4526
U4922	OMBUDSMAN-CONSUMR HEALTH (EA)	B	E	68,016	2,605.98	32.5747
2.	OFFICE OF THE LIEUTENANT GOVERNOR					
U4915	CHIEF OF STAFF	A	E	54,785	2,099.04	26.2380
U2706	ASST TO LIEUTENANT GOV (EA)	F	E	48,830	1,870.88	23.3860
U2708	EXEC SECRETARY	F	E	35,744	1,369.50	17.1188
U2711	ADMINISTRATIVE SECRETARY (EA)	F	E	33,045	1,266.09	15.8261
3.	OFFICE OF THE SECRETARY OF STATE					
U3701	CHIEF DEPUTY	A	E	86,153	3,300.88	41.2610
U3608	DEP SEC OF STATE, COMM RECORD	A	E	78,319	3,000.73	37.5091
U3610	DEP SEC OF STATE, SO NEVADA	A	E	78,319	3,000.73	37.5091
U3611	DEP SEC OF STATE, ELECTIONS	A	E	78,319	3,000.73	37.5091
U3612	DEP SEC OF STATE	A	E	78,319	3,000.73	37.5091
U3613	EXECUTIVE ASSISTANT	F	E	43,990	1,685.44	21.0680
4.	OFFICE OF THE STATE TREASURER					
U4107	CHIEF DEPUTY STATE TREASURER	A	E	86,153	3,300.88	41.2610
U4033	SR DEP STATE TREASURER (EA)	A	E	86,153	3,300.88	41.2610
U4016	ASSISTANT TREASURER	A	E	78,319	3,000.73	37.5091
U4002	DEP STATE TREASURER, DEBT SVC	A	E	78,319	3,000.73	37.5091
U4009	DEP STATE TREASURER-INVESTMENT	A	E	78,319	3,000.73	37.5091
U4000	DEP STATE TREASURER-CASH MGMT	A	E	78,319	3,000.73	37.5091
U4015	EXEC DIR MILLENNIUM SCHOLARSHIP	A	E	78,319	3,000.73	37.5091
U4011	ADMINISTRATIVE ASSISTANT	F	E	48,114	1,843.45	23.0431
U4032	DEP STATE TREASURER, UNC PROP	A	E	78,319	3,000.73	37.5091
5.	OFFICE OF CONTROLLER					
U4003	CHIEF DEPUTY CONTROLLER	A	E	86,153	3,300.88	41.2610
U3700	ASST CONTROLLER	A	E	65,502	2,509.66	31.3707
U3750	EXECUTIVE ASSISTANT	F	E	39,695	1,520.88	19.0110
6.	OFFICE OF THE ATTORNEY GENERAL					
(A)	ATTORNEY GENERAL'S OFFICE					
U0927	ASST ATTORNEY GENERAL	B	E	108,123	4,142.64	51.7830
U0924	AG COUNSEL FOR PROSECUTG ATTYS	B	E	77,580	2,972.42	37.1552
U0926	SOLICITOR GENERAL	B	E	102,507	3,927.47	49.0934
U0932	OMBUDSMAN. DOMESTIC VIOLENCE	B	N	51,955	1,990.62	24.8827
U0925	ASST SOLICITOR GENERAL	B	E	89,092	3,413.49	42.6686
U0920	CHIEF DEPUTY ATTY GENERAL (EA)	A	E	97,816	3,747.74	46.8467
U0930	CHILDREN'S ADVOCATE	A	E	89,092	3,413.49	42.6686
U0934	SR DEPUTY ATTY GENERAL (EA)	B	E	89,092	3,413.49	42.6686
U0963	DEP ATTY GENERAL (EA)	B	E	77,580	2,972.42	37.1552
U0921	CHIEF, MEDICAID FRAUD UNIT	A	E	97,816	3,747.74	46.8467
U0909	CHIEF DEP, MEDICAID FRAUD UNIT	A	E	67,998	2,605.29	32.5661
*U0903	CHIEF INVESTIGATOR	A	E	69,706	2,670.73	33.3841
*U0907	SR INVESTIGATOR (EA)	B	N	60,575	2,320.88	29.0110
*U0900	INVESTIGATOR (EA)	B	N	57,459	2,201.50	27.5187
U0904	ADMINISTRATIVE ASSISTANT (EA)	F	E	48,114	1,843.45	23.0431
U1084	CHIEF FINANCIAL OFFICER	B	E	67,319	2,579.27	32.2409

* EMPLOYEES ARE ELIGIBLE FOR POLICE/FIRE RETIREMENT PLAN IF THEY WERE ON THE POLICE/FIRE RETIREMENT PLAN PRIOR TO THEIR PROMOTION INTO THESE CLASSES.

AN "E" IN THE OVERTIME COLUMN DESIGNATES CLASSES IN WHICH EMPLOYEES ARE EXCLUDED FROM RECEIVING ANY OVERTIME COMPENSATION. AN "N" DESIGNATES CLASSES ELIGIBLE FOR OVERTIME.

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 10.50%. MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 10
UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U0911	LEGAL RESEARCHER (EA)	E	N	40,166	1,538.93	19.2366
U0906	SPVG LEGAL RESEARCHER	E	N	47,803	1,831.54	22.8942
U0922	CH DEP ATTY GEN WRKR CMP FRAUD	A	E	97,816	3,747.74	46.8467
U0923	EXEC DIR, TECHNOLOGICAL CRIMES	A	E	45,242	1,733.41	21.6676
U0918	SECRETARY TO DIR, TECH CRIMES	F	N	35,006	1,341.22	16.7653
U0910	CAPITAL CASE COORDINATOR	B	E	77,580	2,972.42	37.1552
*U0993	SUPVG INSURANCE FRAUD INVEST	D	N	60,575	2,320.88	29.0110
*U0994	INSURANCE INVESTIGATOR (EA)	D	N	57,459	2,201.50	27.5187
*U0901	CHIEF WKRS COMP FRAUD INVEST	A	E	66,761	2,557.90	31.9737
U0905	DEP CH WKRS COMP FRAUD INVEST	A	E	63,505	2,433.14	30.4143
*U0902	SR WKRS COMP FRAUD INVST (EA)	D	N	60,575	2,320.88	29.0110
U1081	SENIOR ECONOMIST	B	E	89,092	3,413.49	42.6686
U1082	REGIONAL CHIEF DEPUTY AG (EA)	A	E	102,507	3,927.47	49.0934
U1083	SPVG SR DEPUTY ATTY GEN (EA)	A	E	92,732	3,552.95	44.4119

6. OFFICE OF THE ATTORNEY GENERAL

(B) BUREAU OF CONSUMER PROTECTION

*U4421	SR INVESTIGATOR (EA)	B	N	60,575	2,320.88	29.0110
U4422	SR ENGINEER	B	E	79,561	3,048.31	38.1039
U4413	ECONOMIST (EA)	B	E	76,377	2,926.32	36.5790
U4423	SR LEGAL RESEARCHER	E	N	47,335	1,813.60	22.6700
U4424	LEGAL RESEARCHER	E	N	40,166	1,538.93	19.2366
U4414	SR REGULATORY ANALYST (EA)	B	E	74,348	2,848.58	35.6073
*U4425	INVESTIGATOR (EA)	B	N	57,459	2,201.50	27.5187
U3515	ADMINISTRATIVE ASSISTANT	F	N	41,161	1,577.05	19.7131
U4426	CHIEF DEPUTY ATTY GENERAL (EA)	A	E	97,816	3,747.74	46.8467
U4416	REGULATORY MANAGER	B	E	79,630	3,050.96	38.1370
U4427	PROGRAM SPECIALIST	B	N	49,375	1,891.76	23.6470
U4825	TECHNICAL STAFF MANAGER	B	E	79,630	3,050.96	38.1370
U4428	DEP ATTY GENERAL (EA)	B	E	77,580	2,972.42	37.1552
U4418	ENGINEER	B	E	71,737	2,748.54	34.3568
U4429	SR DEPUTY ATTY GENERAL (EA)	B	E	89,092	3,413.49	42.6686

6. OFFICE OF THE ATTORNEY GENERAL

(C) PRIVATE INVESTIGATORS LICENSING BOARD

U3201	EXEC DIRECTOR	A	E	55,717	2,134.75	26.6844
*U3202	INVESTIGATOR	B	N	57,459	2,201.50	27.5187

7. DEPARTMENT OF ADMINISTRATION

U4902	DIRECTOR, ADMINISTRATION	A	E	107,433	4,116.21	51.4526
U4305	DEP BUDGET ADMINISTRATOR	A	E	96,000	3,678.16	45.9770
U4320	EXECUTIVE OFFICER	B	E	51,595	1,976.82	24.7102
U4209	CHIEF, INTERNAL AUDITS	A	E	94,005	3,601.73	45.0216
U4217	MANAGER, INTERNAL CONTROLS	A	E	79,630	3,050.96	38.1370
U4212	CHIEF ASSISTANT, BUDGET ADMINR	B	N	74,020	2,836.02	35.4502
U4530	SR APPEALS OFFICER	A	E	97,816	3,747.74	46.8467
U4508	APPEALS OFFICER, HERRINGS (EA)	B	E	89,092	3,413.49	42.6686
U4512	HEARING OFFICER (EA)	B	N	59,109	2,264.71	28.3089
U4214	CHIEF ASSISTANT, PLANNING	B	E	71,064	2,722.76	34.0345
U3203	DIRECTOR, CLEAR CREEK	A	E	47,916	1,835.86	22.9483
U3814	ADMINR, MOTOR POOL	A	E	63,043	2,415.44	30.1930
U4703	MANAGER, STATE PUBLIC WORKS	A	E	101,232	3,878.62	48.4828

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** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 10
UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4714	DEP MANAGER PUBLIC WORKS BD	A	E	82,176	3,148.50	39.3563
U4504	DEP MANAGER PUBLIC WORKS BD	A	E	86,622	3,318.85	41.4856
8.	DEPARTMENT OF BUSINESS AND INDUSTRY					
U4100	DIRECTOR, BUSINESS & INDUSTRY	A	E	107,433	4,116.21	51.4526
U4104	DEP DIRECTOR	A	E	61,015	2,337.74	29.2217
U4311	COMMISSIONER, FINANCIAL INSTIT	A	E	80,499	3,084.26	38.5532
U4210	DEP COMM. FINANCL INSTIT (EA)	A	E	67,970	2,604.22	32.5527
U3913	OMBUDSMAN/REAL ESTATE	B	N	51,685	1,980.27	24.7534
U4211	CPA, FINANCIAL INSTITUTIONS	B	E	58,986	2,260.00	28.2500
U3915	ADMINR, MFG HOUSING	A	E	64,661	2,477.43	30.9679
U4306	ADMINR, REAL ESTATE	A	E	67,767	2,596.44	32.4555
U3914	DEP ADMINR, REAL ESTATE	A	E	54,314	2,081.00	26.0125
U4111	CHIEF, CONSUMER SERVICES	A	E	91,439	3,503.41	43.7926
U4213	COMMISSIONER, CONSUMER AFFAIRS	A	E	73,000	2,796.94	34.9617
U3809	ADMINR, HOUSING	A	E	76,667	2,937.43	36.7179
U3710	DEP ADMINR, HOUSING	A	E	64,261	2,462.10	30.7763
U3512	CHIEF ASSISTANT, HOUSING	A	N	49,274	1,887.90	23.5987
U3513	CHIEF FINANCIAL OFCR, HOUSING	B	E	70,948	2,718.31	33.9789
U4303	COMMISSIONER, INSURANCE	A	E	95,000	3,639.85	45.4981
U4315	DEP COMMISSIONER, INSUR (EA)	A	E	70,000	2,681.99	33.5249
U4317	LEAD ACTUARY, INSURANCE (EA)	B	E	109,846	4,208.66	52.6082
U4103	TAXICAB ADMINISTRATOR	A	E	74,695	2,861.88	35.7735
U4711	CHAIRMAN, TRANSP SVCS AUTH	A	E	99,537	3,813.68	47.6710
U4532	CHIEF TRANSPORTATION INSPECTOR	B	E	67,447	2,584.18	32.3022
U4513	COMMISSIONER-TSA (EA)	A	E	93,332	3,575.94	44.6992
U4419	FINANCIAL ANALYST	B	E	71,162	2,726.51	34.0814
U4314	MANAGER, TRANSPORTATION	A	E	75,073	2,876.36	35.9545
U4309	DEP COMMISSIONER	A	E	77,101	2,954.06	36.9258
U3816	ADMINISTRATIVE ATTORNEY	A	E	53,066	2,033.18	25.4148
U4516	ADMINR, INDUSTRIAL RELATIONS	A	E	87,713	3,360.65	42.0081
U4405	ASST ADMINR, INDUS RELATIONS	A	E	77,536	2,970.73	37.1341
U4517	ATTORNEY, INDUS RELATIONS (EA)	B	E	77,580	2,972.42	37.1552
U4518	SR ATTY INDUSTRIAL RELATIONS	B	E	89,092	3,413.49	42.6686
U4301	ASST ADMINR/INDUS INSUR REG	A	E	75,073	2,876.36	35.9545
U4207	ASST ADMINR/INDUS SAF/HLTH ENF	A	E	70,946	2,718.24	33.9780
U4505	ASST ADMINR, PREVENTATIVE SAFTY	A	E	70,579	2,704.18	33.8022
U4007	ASST ADMINR, MINE INSPECTION	A	E	66,360	2,542.53	31.7816
U4510	ATTORNEY FOR INJURED WORKERS	A	E	97,816	3,747.74	46.8467
U3917	DEP ATTY, INJURED WORKERS	B	E	85,062	3,259.08	40.7385
U3912	DEP ATTY, INJURED WRKRS (FA)	B	E	72,649	2,783.49	34.7936
U3709	DEP ATTY, INJURED WRKRS (EA)	B	E	85,062	3,259.08	40.7385
U4904	COMMISSIONER, EMPLOY-MGMT RELAT	A	E	64,202	2,459.85	30.7481
U2701	SECRETARY, EMPLOY-MGMT RELATNS	F	N	38,157	1,461.95	18.2744
U4201	EXEC DIR, STATE DAIRY COMM	A	E	71,406	2,735.86	34.1983
U4205	LABOR COMMISSIONER	A	E	71,434	2,736.94	34.2117
U3503	DEP LABOR COMMISSIONER	A	E	65,175	2,497.13	31.2141
U2900	CHIEF ASSISTANT, LABOR COMM	F	N	45,743	1,752.61	21.9076
U3502	EXEC DIR, ATHLETIC COMM	A	E	90,000	3,448.27	43.1034
9.	DEPARTMENT OF AGRICULTURE					
U4700	DIRECTOR, AGRICULTURE	A	E	85,749	3,285.40	41.0675
U4716	AGRICULTURE, DEPUTY DIRECTOR	A	E	73,595	2,819.73	35.2466
U3401	AGRICULTURE, BRAND INSP ADMINR	A	E	58,396	2,237.39	27.9674

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PAY POLICY 10
UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

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U4710	AGRICULTURE, VET SVCS ADMINR	A	E	95,557	3,661.18	45.7648
U4718	WEIGHTS & MEASURES ADMINR	A	E	67,757	2,596.06	32.4507
U5010	AGRICULTURE, PLANT IND ADMINR	A	E	77,882	2,983.98	37.2998
10.	COMMISSION ON MINERAL RESOURCES					
U4706	ADMINR, MINERALS	A	E	91,442	3,503.53	43.7941
U3918	DEP ADMINR, MINERALS	A	E	73,153	2,802.80	35.0350
U3919	CHIEF FOR DANGEROUS MINES	A	E	59,340	2,273.56	28.4195
U3930	CHIEF FOR MINE REGULATION	B	E	65,793	2,520.81	31.5101
U3932	FIELD SPECIALIST/MINERALS (EA)	B	N	50,724	1,943.45	24.2931
U3916	PROGRAM MGR, OIL/GAS/GEOTHERML	A	E	84,197	3,225.94	40.3242
11.	DEPARTMENT OF CONSERVATION & NATURAL RESOURCES					
U4901	DIRECTOR, CONS/NAT RESOURCES	A	E	107,433	4,116.21	51.4526
U4920	ASST DIRECTOR	A	E	85,062	3,259.08	40.7385
U4509	ADMINR, ENVIRO PROTECTION	A	E	105,016	4,023.60	50.2950
U4708	STATE ENGINEER (WATER RESRCES)	A	E	105,016	4,023.60	50.2950
*U4204	STATE FORESTER FIRE WARDEN	A	E	86,266	3,305.21	41.3151
U4202	ADMINR, STATE PARKS	A	E	87,777	3,363.10	42.0388
U4206	ADMINR, STATE LANDS	A	E	76,873	2,945.33	36.8166
U3702	DIST SPVR, WATER COMMISSNRS	A	E	59,723	2,288.24	28.6030
U3821	ADMINR, WILD HORSE COMMISSION	A	E	48,405	1,854.60	23.1825
11A.	DEPARTMENT OF WILDLIFE					
U4304	DIRECTOR, WILDLIFE	A	E	107,433	4,116.21	51.4526
12.	COMMISSION ON ECONOMIC DEVELOPMENT					
U4808	EXEC DIRECTOR	A	E	94,893	3,635.74	45.4468
U4809	DEP DIRECTOR	A	E	75,519	2,893.45	36.1681
U4229	SR ASSOC, INDUS DEVLPMT (EA)	B	N	67,607	2,590.30	32.3788
U4231	ASSOC, INDUS DEVELOP (EA)	B	N	56,087	2,148.93	26.8616
U4816	GRANT PROJECT ANALYST (EA)	B	N	48,696	1,865.74	23.3218
U4519	DIRECTOR, FILM	A	E	75,000	2,873.56	35.9195
U4811	SR ASSOCIATE, FILM	B	E	67,600	2,590.04	32.3755
U4812	ASSOC, FILM (EA)	B	E	56,087	2,148.93	26.8616
U4817	PROGRAM SPECIALIST (EA)	B	N	49,375	1,891.76	23.6470
13.	DEPARTMENT OF EDUCATION					
U4802	SUPT OF PUBLIC INSTRUCTION	A	E	107,433	4,116.21	51.4526
U4506	DEP SUPT INSTRUCT/RSRCH/EVAL	A	E	86,130	3,300.00	41.2500
U4302	DEP SUPT ADMIN/FISCAL SVCS	A	E	82,028	3,142.83	39.2854
14.	DEPARTMENT OF EMPLOYMENT, TRAINING & REHABILITATION					
U4500	DIRECTOR, DETR	A	E	107,433	4,116.21	51.4526
U3706	CHRM, DISABILITY EMPLOY POLICY	A	E	59,380	2,275.10	28.4387
U4511	ADMINR, REHABILITATION	A	E	82,285	3,152.68	39.4085
U4544	CHIEF AUDITOR	B	E	77,580	2,972.42	37.1552
U3705	ASSISTANT DIRECTOR, DETR (EA)	A	E	89,074	3,412.80	42.6600
U4600	ADMINR, EMPLOYMENT SECURITY	A	E	88,456	3,389.12	42.3640
U3803	EXEC DIR, EQUAL RIGHTS COMM	A	E	70,725	2,709.77	33.8721
15.	GAMING CONTROL BOARD					
U4801	CHAIRMAN, GAMING CONTROL BOARD	A	E	120,033	4,598.97	57.4871

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PAY POLICY 10
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ON **EMPLOYEE/EMPLOYER PAID RETIREMENT**
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U4503	MEMBER. GAMING CONTROL BD (EA)	A	E	111,611	4,276.28	53.4535
U1008	CHIEF, INVESTIGATION	A	E	88,763	3,400.88	42.5110
U1014	CHIEF, ENFORCEMENT	A	E	88,763	3,400.88	42.5110
U1019	CHIEF, AUDIT	A	E	88,763	3,400.88	42.5110
U1041	CHIEF, CORPORATE SECURITIES	A	E	88,763	3,400.88	42.5110
U1005	CHIEF, TAX AND LICENSE	A	E	88,763	3,400.88	42.5110
U1007	CHIEF, ADMINISTRATION	A	E	88,763	3,400.88	42.5110
U1024	CHIEF DEPUTY , ADMINISTRATION	A	E	80,694	3,091.73	38.6466
U4507	EXEC SECRETARY, GCB	A	E	80,694	3,091.73	38.6466
U1061	MANAGER, ELECTRONICS LAB	A	E	86,684	3,321.22	41.5153
U1062	CHIEF, ELECTRONICS	A	E	94,815	3,632.76	45.4095
U1070	SR LAB ENGINEER	B	E	82,555	3,163.02	39.5378
U1026	ELECTRONIC LAB ENGINEER (EA)	B	E	78,624	3,012.42	37.6552
U1010	COORDINATOR, APPLICANT SVCS	B	E	78,494	3,007.43	37.5929
U1015	CHIEF DEPUTY, ENFORCEMENT (EA)	A	E	80,694	3,091.73	38.6466
U1075	INFORMATION SERVICE MANAGER	A	E	82,555	3,163.02	39.5378
U1080	SR NETWORK SPECIALIST	C	E	70,818	2,713.34	33.9167
U1018	NETWORK SPECIALIST 2	C	E	65,261	2,500.42	31.2553
U1071	NETWORK SPECIALIST 1	C	N	59,102	2,264.45	28.3056
U1039	DATA MANAGEMENT ANALYST	B	E	69,839	2,675.82	33.4478
U1058	SYSTEM MANAGER	B	E	77,703	2,977.13	37.2141
U1065	PROGRAMMING MANAGER	A	E	77,703	2,977.13	37.2141
U1063	PROGRAMMING SUPERVISOR (EA)	B	E	73,191	2,804.26	35.0532
U1020	CHIEF DEPUTY. AUDIT (EA)	A	E	80,694	3,091.73	38.6466
U1009	CHIEF DEPUTY, INVESTIGATNS -EA	A	E	80,694	3,091.73	38.6466
U1013	CHIEF DEP , CORP SECURITIES-FA	A	E	80,694	3,091.73	38.6466
U1055	CHIEF DEP, TAX & LICENSE (EA)	A	E	80,694	3,091.73	38.6466
U1031	HEARINGS OFFICER (EA)	B	E	74,029	2,836.36	35.4545
U1064	ADMINISTRATIVE COORDINATOR	B	E	69,839	2,675.82	33.4478
U1085	PERSONNEL OFFICER	B	E	69,839	2,675.82	33.4478
U1090	FINANCIAL OFFICER	B	E	69,839	2,675.82	33.4478
U1004	SUPVR. INVESTIGATIONS (FA)	B	E	73,358	2,810.65	35.1331
U1001	SUPVR, ENFORCEMENT (EA)	B	E	73,358	2,810.65	35.1331
U1042	SUPVR, CORP SECURITIES (EA)	B	E	73,358	2,810.65	35.1331
U1029	SUPVR, AUDIT (EA)	B	E	73,358	2,810.65	35.1331
U1047	SUPVR, TAX & LICENSE (EA)	B	E	73,358	2,810.65	35.1331
U1025	SUPVR (EA)	B	N	73,358	2,810.65	35.1331
U1033	MANAGEMENT ANALYST (EA)	B	E	69,839	2,675.82	33.4478
U1051	DIST OFFICE MANAGER (EA)	B	E	78,494	3,007.43	37.5929
U1044	SR AGENT. CORP SECURITIES (EA)	B	N	63,515	2,433.53	30.4191
U1011	SR AGENT. INVESTIGATION (EA)	B	N	63,515	2,433.53	30.4191
U1032	TRAINING OFFICER	B	E	69,839	2,675.82	33.4478
U1021	SR AGENT, AUDIT (EA)	B	E	63,515	2,433.53	30.4191
U1066	SR AGENT, TAX & LICENSE (EA)	B	N	63,515	2,433.53	30.4191
U1067	SR RESEARCH SPECIALIST (EA)	B	E	77,703	2,977.13	37.2141
U1016	SR AGENT. ENFORCEMENT (EA)	C	N	63,515	2,433.53	30.4191
U1048	AGENT, CORP SECURITIES (EA)	B	N	57,741	2,212.30	27.6537
U1022	AGENT, AUDIT (EA)	B	E	57,741	2,212.30	27.6537
U1012	AGENT, INVESTIGATIONS (EA)	B	N	57,741	2,212.30	27.6537
U1017	AGENT, ENFORCEMENT (EA)	D	N	57,741	2,212.30	27.6537
U1050	AGENT, TAX & LICENSE (EA)	B	N	57,741	2,212.30	27.6537
U1028	ELECTRONICS TECHNICIAN (EA)	C	N	51,454	1,971.42	24.6427
U1095	SR PROGRAM ANALYST (EA)	B	E	65,795	2,520.88	31.5110
U1060	PROGRAMMER ANALYST (EA)	B	E	62,155	2,381.42	29.7677

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PAY POLICY 10
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COMPENSATION SCHEDULE

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U1100	COMPUTER SYSTEMS TECHNICIAN	F	N	43,457	1,665.02	20.8127
U1069	SPECIAL AGENT (EA)	B	N	66,690	2,555.18	31.9397
16.	DEPARTMENT OF HUMAN RESOURCES					
U4900	DIRECTOR, HUMAN RESOURCES	A	E	107,892	4,133.79	51.6724
U4608	DEP DIRECTOR	A	E	86,153	3,300.88	41.2610
U4610	ADMINR, HEALTH CARE FINANCING	A	E	96,611	3,701.57	46.2696
U4612	DEP ADMINR. MEDICAID	A	E	85,063	3,259.12	40.7390
U4603	ADMINR. HEALTH	A	E	88,455	3,389.08	42.3635
U4615	STATE HEALTH OFFICER	A	E	140,678	5,389.96	67.3745
U5301	MEDICAL PRGRM COORD, MH	A	E	165,186	6,328.97	79.1121
U5303	MEDICAL PRGRM COORD ST-WIDE MH	A	E	177,453	6,798.97	84.9871
U5300	ADMINR, MH & DEVELOPMENTAL SVC	A	E	104,805	4,015.52	50.1940
U4907	DEP ADMINR, MH & DEVELOP SVCS	A	E	88,788	3,401.84	42.5230
U4806	STATE WELFARE ADMINISTRATOR	A	E	101,232	3,878.62	48.4828
U4108	ADMINR, CHILD & FAM SERVICES	A	E	90,513	3,467.93	43.3491
U4117	DEP ADMINR. DCFS (EA)	A	E	80,674	3,090.96	38.6370
U4218	ADMINR, AGING SERVICES	A	E	72,967	2,795.67	34.9459
U4114	DEP ADMINR. AGING SVCS-LV	A	E	64,347	2,465.40	30.8175
U4115	DEP ADMINR, AGING SVCS-CC	A	E	64,347	2,465.40	30.8175
U4118	CHIEF, ELDER RIGHTS	A	E	61,882	2,370.96	29.6370
*U4106	SUPT YOUTH TRAINING CENTER	A	E	77,412	2,965.98	37.0747
*U4105	SUPT CALIENTE YOUTH CENTER	A	E	74,846	2,867.66	35.8458
U4616	SUPT, SUMMIT VIEW YOUTH CC	A	E	85,153	3,262.57	40.7821
U3808	EXEC DIR, NV INDIAN COMM	A	E	59,109	2,264.71	28.3089
17.	DEPARTMENT OF INFORMATION TECHNOLOGY					
U4910	DIRECTOR, INFO TECHNOLOGY	A	E	107,433	4,116.21	51.4526
U4924	DEPUTY DIRECTOR, INFO TECH	A	E	89,640	3,434.48	42.9310
U4925	CHIEF OF ADMINISTRATION	A	E	89,347	3,423.26	42.7907
18.	OFFICE OF THE MILITARY					
U4307	ADJUTANT GENERAL	A	E	91,304	3,498.24	43.7280
19.	DEPARTMENT OF MOTOR VEHICLES					
U4602	DIRECTOR, MOTOR VEHICLES	A	E	107,433	4,116.21	51.4526
U4110	DEP DIRECTOR, MOTOR VEHICLES	A	E	102,061	3,910.38	48.8798
20.	DEPARTMENT OF PUBLIC SAFETY					
U4130	DIRECTOR, PUBLIC SAFETY	A	E	107,433	4,116.21	51.4526
*U4109	DEP DIRECTOR, PUBLIC SAFETY	A	E	102,061	3,910.38	48.8798
*U4404	CHIEF PAROLE & PROBATION OFCR	A	E	97,623	3,740.34	46.7543
U3910	CHAIRMAN, BOARD OF PAROLE COMM	A	E	89,983	3,447.62	43.0953
U3911	PAROLE BOARD MEMBER (EA)	A	E	71,457	2,737.82	34.2227
U3506	SECRETARY TO PAROLE BOARD	F	N	51,810	1,985.06	24.8132
U3703	CHIEF, EMERGENCY MANAGEMENT	A	E	72,792	2,788.97	34.8621
U4203	STATE FIRE MARSHAL	A	E	81,876	3,137.01	39.2126
21.	DEPARTMENT OF CULTURAL AFFAIRS					
U3900	DIRECTOR, CULTURAL AFFAIRS	A	E	90,247	3,457.74	43.2217
U4220	ADMINR, MUSEUMS & HISTORY	A	E	77,721	2,977.82	37.2227
22.	DEPARTMENT OF PERSONNEL					
U4604	DIRECTOR, PERSONNEL	A	E	92,000	3,524.90	44.0613

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AN "E" IN THE OVERTIME COLUMN DESIGNATES CLASSES IN WHICH EMPLOYEES ARE EXCLUDED FROM RECEIVING ANY OVERTIME COMPENSATION. AN "N" DESIGNATES CLASSES ELIGIBLE FOR OVERTIME.

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 10.50%. MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 10
UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4607	EQUAL EMPLOYMENT OPPORTUNITY OFCR	A	E	62,055	2,377.58	29.7198
23.	DEPARTMENT OF CORRECTIONS					
*U4704	DIRECTOR, CORRECTIONS	A	E	107,433	4,116.21	51.4526
*U4717	MEDICAL DIRECTOR	A	E	166,735	6,388.31	79.8539
U4709	CORRECTIONAL PGMS COORDINATOR	A	E	97,802	3,747.20	46.8400
24.	OFFICE OF THE STATE PUBLIC DEFENDER					
U4502	STATE PUBLIC DEFENDER	A	E	97,816	3,747.74	46.8467
U4004	SWG PUB DEFENDR-OFFICE	A	E	89,092	3,413.49	42.6686
U4005	SPVG PUB DEFENDR-TRIAL (EA)	A	E	85,062	3,259.08	40.7385
U4006	SWG PUB DEFENDR-APPEALS (EA)	A	E	85,062	3,259.08	40.7385
U3907	DEP PUBLIC DEFENDER (EA)	B	E	72,649	2,783.49	34.7936
U3922	DEP PUBLIC DEFENDER-APPEL (EA)	B	E	72,649	2,783.49	34.7936
U3607	INVESTIGATOR (EA)	D	N	51,303	1,965.63	24.5704
25.	PUBLIC UTILITIES COMMISSION OF NEVADA					
U4702	CHAIRMAN, PUBLIC UTILITIES COM	A	E	99,537	3,813.68	47.6710
U4501	PUBLIC UTILITIES COMMISSNR (EA)	A	E	93,332	3,575.94	44.6992
U4740	SR FINANCIAL ANALYST	B	E	71,162	2,726.51	34.0814
U4406	FINANCIAL ANALYST (EA)	B	E	71,162	2,726.51	34.0814
U3903	STAFF COUNSEL	B	E	93,344	3,576.40	44.7050
U3811	ASST STAFF COUNSEL (EA)	B	E	89,092	3,413.49	42.6686
U4745	SR POLICY ADVISOR-TELECOMM	B	E	74,783	2,865.25	35.8156
U3904	SPVR, CONSUMER COMPLAINT	A	E	61,961	2,373.98	29.6748
U4912	LEGAL COUNSEL	B	E	93,547	3,584.18	44.8022
U3908	MANAGER, SAFETY - Q & A	A	E	82,949	3,178.12	39.7265
U3921	MANAGER, SYSTEMS OPERATION	A	E	71,162	2,726.51	34.0814
U3902	PUB EDU/STAT ANALYS OFCR (EA)	B	E	58,262	2,232.26	27.9033
U3810	ADMINISTRATIVE ATTORNEY (EA)	B	E	54,157	2,074.98	25.9373
U4919	MGR, RESOURCE/MARKET ANALYSIS	A	E	85,749	3,285.40	41.0675
U4409	ENGINEER, WATER	B	E	71,162	2,726.51	34.0814
U4410	ENGINEER, ELECTRIC (EA)	B	E	74,783	2,865.25	35.8156
U4401	SR GAS PIPELINE ENGINEER	B	E	75,074	2,876.40	35.9550
U4411	ENGINEER, GAS PIPELINE (EA)	B	E	71,162	2,726.51	34.0814
U4417	SR ENGINEERING ANALYST	B	E	63,769	2,443.26	30.5407
U4605	MANAGER, POLICY ANALYSIS	A	E	82,949	3,178.12	39.7265
U4804	DIRECTOR, REGULATORY OPERATNS	A	E	93,332	3,575.94	44.6992
U4310	MGR, CONSUMER COMPLAINT RES	A	E	76,634	2,936.17	36.7021
U4226	SR ANALYST	B	E	63,769	2,443.26	30.5407
U3713	RURAL CONSUMER REP	A	E	57,535	2,204.41	27.5551
U3925	MGR, TARIFFS & COMPLIANCE	A	E	77,101	2,954.06	36.9258
U4520	COMMISSION SECRETARY	A	E	80,939	3,101.11	38.7639
U4750	ASST COMMISSION SECRETARY	F	E	71,162	2,726.51	34.0814
U4760	SR REGULATORY ECONOMIST	B	E	76,377	2,926.32	36.5790
U4515	REGULATORY ECONOMIST (EA)	B	E	76,377	2,926.32	36.5790
U3927	COMMISSION POLICY ADVISRY (EA)	A	E	78,522	3,008.50	37.6063
U3929	SR UTILITY ANALYST (EA)	B	E	63,769	2,443.26	30.5407
U4526	RESOURCE PLANNING ENGINEER	B	E	71,162	2,726.51	34.0814
U4534	ASST GENERAL COUNSEL (EA)	B	E	89,092	3,413.49	42.6686
U4524	LEAL CASE MANAGER	E	E	49,769	1,906.86	23.8357
U4761	HEARINGS OFFICER	B	E	89,092	3,413.49	42.6686
26.	DEPARTMENT OF TAXATION					
U4701	EXEC DIRECTOR	A	E	107,433	4,116.21	51.4526

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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 10.50%. MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003

PAY POLICY 10
UNCLASSIFIED EMPLOYEES
ON EMPLOYEE/EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4300	DEP EXECUTIVE DIRECTOR (EA)	A	E	77,063	2,952.61	36.9076
27.	COMMISSION ON TOURISM					
U4807	EXEC DIRECTOR	A	E	94,893	3,635.74	45.4468
U4850	DEPUTY OPERATIONS/FINANCE	A	E	72,223	2,767.17	34.5896
U4227	PUBLIC INFORMATION OFFICER	A	E	69,676	2,669.58	33.3697
U4232	DEVELOPMNT SPEC 2-TOURISM (EA)	B	E	67,607	2,590.30	32.3788
U4228	DEVELOPMNT SPEC-TOURISM (EA)	B	E	63,477	2,432.07	30.4009
U4234	PROJECT ANALYST, TOURISM	B	N	48,696	1,865.74	23.3218
U4540	DEVELOPMNT SPEC-NEVADA MAGAZINE	B	E	56,232	2,154.48	26.9310
U4403	EDITOR PUBLISHER, NV MAGAZINE	A	E	76,812	2,942.99	36.7874
U3205	ASSOC EDITOR	B	N	42,171	1,615.74	20.1968
U3708	MANAGING EDITOR, PUBLICATIONS	B	E	59,044	2,262.22	28.2778
U3304	MARKET/PROMO MGR, PUBLICATIONS	B	N	42,171	1,615.74	20.1968
U4810	PRODUCTION MANAGER	B	E	47,595	1,823.56	22.7945
U3210	ART DIRECTOR (EA)	A	E	50,290	1,926.82	24.0852
28.	DEPARTMENT OF TRANSPORTATION					
U5000	DIRECTOR. NDOT	A	E	107,433	4,116.21	51.4526
U4705	DEP DIRECTOR. NDOT (EA)	A	E	101,717	3,897.20	48.7150
U4707	HEARINGS OFFICER	B	E	63,769	2,443.26	30.5407
29.	SUPREME COURT					
U0975	SUPW STAFF ATTORNEY (EA)	B	E	108,123	4,142.64	51.7830
U0976	DEP S PW STAFF ATTORNEY	A	E	93,344	3,576.40	44.7050
U0982	CHIEF ASSISTANT CLERK	B	E	93,344	3,576.40	44.7050
U0981	CHIEF CLERK	B	E	108,123	4,142.64	51.7830
U3714	CHIEF DEPUTY CLERK	B	N	63,234	2,422.76	30.2845
U0978	COURT ADMINISTRATOR	B	N	100,033	3,832.68	47.9085
U0979	DEP COURT ADMINISTRATOR (EA)	A	N	82,345	3,154.98	39.4373
U0974	PRINCIPAL STAFF ATTORNEY (EA)	B	E	85,062	3,259.08	40.7385
U0977	STAFF ATTORNEY (EA)	B	E	77,580	2,972.42	37.1552
U0980	LAW LIBRARIAN	B	E	84,788	3,248.58	40.6073
U0987	SR LAW CLERK (EA)	E	E	50,171	1,922.26	24.0283
30.	COLORADO RIVER COMMISSION					
U4803	DIRECTOR, COLORADO RIVER COMM	A	E	114,851	4,400.42	55.0053
U4001	DEP DIRECTOR	A	E	109,200	4,183.91	52.2989
U4010	SPECIAL ASSISTANT	B	E	76,668	2,937.47	36.7184
U4012	DIVISION HEAD, POWER	A	E	104,064	3,987.13	49.8391
U4013	DIVISION HEAD, WATER	A	E	104,064	3,987.13	49.8391
U4014	ADMIN SERVICES OFFICER	A	E	104,064	3,987.13	49.8391
U4031	OFFICE MANAGER	F	E	57,200	2,191.57	27.3946
U4017	SR ENERGY ACCOUNTANT	B	E	78,000	2,988.50	37.3563
U4018	NATURAL RESOURCE SPEC (EA)	B	E	90,480	3,466.66	43.3333
U4020	ENVIRONMENTAL PROGRAM MGR	A	E	93,600	3,586.21	44.8276
U4021	NETWORK ADMINISTRATOR	C	E	67,600	2,590.04	32.3755
U4022	POWER SUPPLY MANAGER	A	E	93,600	3,586.21	44.8276
U4023	ASST DIRECTOR ENGR & OPS	A	E	104,000	3,984.67	49.8084
U4034	ASST DIRECTOR ENERGY INFO SYS	A	E	93,600	3,586.21	44.8276
U4024	POWER FACILITIES MANAGER	A	E	93,600	3,586.21	44.8276
U4025	POWER FACILITIES COMM TECH	C	N	72,800	2,789.27	34.8659
U4026	SR PWR FAC ELECTRICIAN-EA	G	N	72,800	2,789.27	34.8659
U4035	SR PWR FACILITIES ENGINEER	B	E	90,000	3,448.27	43.1034

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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 10.50%. MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 10
UNCLASSIFIED EMPLOYEES
ON **EMPLOYEE/EMPLOYER** PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4027	POWER FACILITIES ENGINEER	B	E	83,200	3,187.74	39.8467
U4028	POWER FACILITIES ELECTRICIAN	G	N	67,600	2,590.04	32.3755
U4029	HYDROPOWER PROGRAM MGR	A	E	98,800	3,785.44	47.3180
U4030	ASST HYDROPOWER PROGRAM MGR	A	E	88,400	3,386.98	42.3372
U4036	NATURAL RESOURCE TECH (EA)	C	N	65,000	2,490.42	31.1303
31. U3920	WICHE DIRECTOR, WICHE	A	E	66,082	2,531.88	31.6485
32. U0919	COMMISSION ON JUDICIAL DISCIPLINE GENERAL COUNSEL	B	E	122,508	4,693.79	58.6724
33. U2901	ETHICS COMMISSION EXEC DIRECTOR	A	E	81,459	3,121.03	39.0129
U2902	COUNSEL, ETHICS COMMISSION	B	E	77,580	2,972.42	37.1552
34. U2800	PUBLIC EMPLOYEES BENEFITS PROGRAM EXEC OFFICER	A	E	104,064	3,987.13	49.8391
U2810	EXEC ASSISTANT	B	E	60,127	2,303.72	28.7965
U2802	QUALITY CONTROL OFFICER	B	E	77,471	2,968.24	37.1030
U2803	OPERATIONS OFFICER	B	E	86,720	3,322.61	41.5326
U2804	ACCOUNTING OFFICER	B	E	75,158	2,879.62	35.9952
U2805	INFO TECHNOLOGY SYSTEMS OFCR	B	E	78,626	3,012.49	37.6561
U2806	FINANCIAL ANALYST	B	E	66,601	2,551.76	31.8970
35. U3402	VETERANS' SERVICES DIRECTOR, VETERANS' HOME	A	E	80,914	3,100.15	38.7519
U3400	NV COMKISSNR, VET SERVICES	A	E	59,608	2,283.83	28.5479
U3200	NV DEP COMKISSNR, VET SERVICES	A	E	48,830	1,870.88	23.3860
36. U3404	PEACE OFFICERS STANDARDS & TRAINING EXEC DIRECTOR	A	E	78,185	2,995.59	37.4449

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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT **EMPLOYEE/EMPLOYER-PAID** RETIREMENT IS 10.50%. MEMBERS OF THE **POLICE/FIRE** FUND CONTRIBUTE 14.75%.

** EFFECTIVE FIRST **MONTHLY** RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
1.	GOVERNORS OFFICE OF CONSUMER HEALTH ASSISTANCE					
U4921	CHIEF OMBUDSMAN-CONS — HEALTH	A	E	97,556	3,737.78	46.7222
U4922	OMBUDSMAN-CONSUMR HEALTH (EA)	B	E	61,763	2,366.40	29.5800
2.	OFFICE OF THE LIEUTENANT GOVERNOR					
U4915	CHIEF OF STAFF	A	E	49,748	1,906.06	23.8257
U2706	ASST TO LIEUTENANT W V (EA)	F	E	44,341	1,698.89	21.2361
U2708	EXEC SECRETARY	F	E	32,458	1,243.60	15.5450
U2711	ADMINISTRATIVE SECRETARY (EA)	F	E	30,007	1,149.70	14.3712
3.	OFFICE OF THE SECRETARY OF STATE					
U3701	CHIEF DEPUTY	A	E	78,232	2,997.39	37.4674
U3608	DEP SEC OF STATE, COMM RECORD	A	E	71,118	2,724.82	34.0603
U3610	DEP SEC OF STATE, SO NEVADA	A	E	71,118	2,724.82	34.0603
U3611	DEP SEC OF STATE, ELECTIONS	A	E	71,118	2,724.82	34.0603
U3612	DEP SEC OF STATE	A	E	71,118	2,724.82	34.0603
U3613	EXECUTIVE ASSISTANT	F	E	39,946	1,530.50	19.1312
4.	OFFICE OF THE STATE TREASURER					
U4107	CHIEF DEPUTY STATE TREASURER	A	E	78,232	2,997.39	37.4674
U4033	SR DEP STATE TREASURER (EA)	A	E	78,232	2,997.39	37.4674
U4016	ASSISTANT TREASURER	A	E	71,118	2,724.82	34.0603
U4002	DEP STATE TREASURER, DEBT SVC	A	E	71,118	2,724.82	34.0603
U4009	DEP STATE TREASURER-INVESTMENT	A	E	71,118	2,724.82	34.0603
U4000	DEP STATE TREASURER-CASH MGMT	A	E	71,118	2,724.82	34.0603
U4015	EXEC DIR MILLENNIUM SCHOLARSHP	A	E	71,118	2,724.82	34.0603
U4011	ADMINISTRATIVE ASSISTANT	F	E	43,690	1,673.94	20.9243
U4032	DEP STATE TREASURER, UNC PROP	A	E	71,118	2,724.82	34.0603
5.	OFFICE OF CONTROLLER					
U4003	CHIEF DEPUTY CONTROLLER	A	E	78,232	2,997.39	37.4674
U3700	ASST CONTROLLER	A	E	59,480	2,278.93	28.4866
U3750	EXECUTIVE ASSISTANT	F	E	36,045	1,381.03	17.2629
6.	OFFICE OF THE ATTORNEY GENERAL					
(A)	ATTORNEY GENERAL'S OFFICE					
U0927	ASST ATTORNEY GENERAL	B	E	98,182	3,761.76	47.0220
U0924	AG COUNSEL FOR PROSECUTG ATTY	B	E	70,447	2,699.12	33.7390
U0926	SOLICITOR GENERAL	B	E	93,083	3,566.40	44.5800
U0932	OMBUDSMAN, DOMESTIC VIOLENCE	B	N	47,178	1,807.58	22.5948
U0925	ASST SOLICITOR GENERAL	B	E	80,901	3,099.66	38.7457
U0920	CHIEF DEPUTY ATTY GENERAL (EA)	A	E	88,823	3,403.18	42.5398
U0930	CHILDREN'S ADVOCATE	A	E	80,901	3,099.66	38.7457
U0934	SR DEPUTY ATTY GENERAL (EA)	B	E	80,901	3,099.66	38.7457
U0963	DEP ATTY GENERAL (EA)	B	E	70,447	2,699.12	33.7390
U0921	CHIEF, MEDICAID FRAUD UNIT	A	E	88,823	3,403.18	42.5398
U0909	CHIEF DEP, MEDICAID FRAUD UNIT	A	E	61,746	2,365.74	29.5718
*U0903	CHIEF INVESTIGATOR	A	E	63,297	2,425.18	30.3147
*U0907	SR INVESTIGATOR (EA)	B	N	55,006	2,107.51	26.3439
*U0900	INVESTIGATOR (EA)	B	N	52,176	1,999.08	24.9885
U0904	ADMINISTRATIVE ASSISTANT (EA)	F	E	43,690	1,673.94	20.9243
U1084	CHIEF FINANCIAL OFFICER	B	E	61,130	2,342.14	29.2768

* EMPLOYEES IN THIS CLASS MAY QUALIFY FOR POLICE/FIRE RETIREMENT (SEE PAY POL 12)

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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%.

THIS SCHEDULE WAS DEVELOPED FROM THE REGULAR EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE FACMR OF .90806 FOR REGULAR EMPLOYEES AND .8709 FOR POLICE/FIRE EMPLOYEES.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003

PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

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U0911	LEGAL RESEARCHER (EA)	E	N	36,473	1,397.43	17.4679
U0906	SWG LEGAL RESEARCHER	E	N	43,408	1,663.14	20.7893
U0922	CH DEP ATTY GEN WRKR CMP FRAUD	A	E	88,823	3,403.18	42.5398
U0923	EXEC DIR, TECHNOLOGICAL CRIMES	A	E	41,082	1,574.02	19.6753
U0918	SECRETARY TO DIR. TECH CRIMES	F	N	31,788	1,217.93	15.2241
U0910	CAPITAL CASE COORDINATOR	B	E	70,447	2,699.12	33.7390
*U0993	SUPVG INSURANCE FRAUD INVEST	D	N	55,006	2,107.51	26.3439
*U0994	INSURANCE INVESTIGATOR (EA)	D	N	52,176	1,999.08	24.9885
*U0901	CHIEF WKRS COMP FRAUD INVEST	A	E	60,623	2,322.72	29.0340
U0905	DEP CH WKRS COMP FRAUD INVEST	A	E	57,666	2,209.42	27.6178
*U0902	SR WKRS COMP FRAUD INVST (EA)	D	N	55,006	2,107.51	26.3439
U1081	SENIOR ECONOMIST	B	E	80,901	3,099.66	38.7457
U1082	REGIONAL CHIEF DEPUTY AG (EA)	A	E	93,083	3,566.40	44.5800
U1083	SWG SR DEPUTY ATTY GEN (EA)	A	E	84,206	3,226.28	40.3285

6. OFFICE OF THE ATTORNEY GENERAL

(B) BUREAU OF CONSUMER PROTECTION

*U4421	SR INVESTIGATOR (EA)	B	N	55,006	2,107.51	26.3439
U4422	SR ENGINEER	B	E	72,246	2,768.05	34.6006
U4413	ECONOMIST (EA)	B	E	69,355	2,657.28	33.2160
U4423	SR LEGAL RESEARCHER	E	N	42,983	1,646.86	20.5857
U4424	LEGAL RESEARCHER	E	N	36,473	1,397.43	17.4679
U4414	SR REGULATORY ANALYST (EA)	B	E	67,512	2,586.66	32.3333
*U4425	INVESTIGATOR (EA)	B	N	52,176	1,999.08	24.9885
U3515	ADMINISTRATIVE ASSISTANT	F	N	37,377	1,432.07	17.9009
U4426	CHIEF DEPUTY ATTY GENERAL (EA)	A	E	88,823	3,403.18	42.5398
U4416	REGULATORY MANAGER	B	E	72,309	2,770.46	34.6307
U4427	PROGRAM SPECIALIST	B	N	44,835	1,717.82	21.4727
U4825	TECHNICAL STAFF MANAGER	B	E	72,309	2,770.46	34.6307
U4428	DEP ATTY GENERAL (EA)	B	E	70,447	2,699.12	33.7390
U4418	ENGINEER	B	E	65,142	2,495.86	31.1983
U4429	SR DEPUTY ATTY GENERAL (EA)	B	E	80,901	3,099.66	38.7457

6. OFFICE OF THE ATTORNEY GENERAL

(C) PRIVATE INVESTIGATORS LICENSING BOARD

U3201	EXEC DIRECTOR	A	E	50,594	1,938.46	24.2308
*U3202	INVESTIGATOR	B	N	52,176	1,999.08	24.9885

7. DEPARTMENT OF ADMINISTRATION

U4902	DIRECTOR, ADMINISTRATION	A	E	97,556	3,737.78	46.7222
U4305	DEP BUDGET ADMINISTRATOR	A	E	87,174	3,340.00	41.7500
U4320	EXECUTIVE OFFICER	B	E	46,851	1,795.06	22.4382
U4209	CHIEF, INTERNAL AUDITS	A	E	85,362	3,270.58	40.8822
U4217	MANAGER, INTERNAL CONTROLS	A	E	72,309	2,770.46	34.6307
U4212	CHIEF ASSISTANT, BUDGET ADMINR	B	N	67,215	2,575.29	32.1911
U4530	SR APPEALS OFFICER	A	E	88,823	3,403.18	42.5398
U4508	APPEALS OFFICER, HEARINGS (EA)	B	E	80,901	3,099.66	38.7457
U4512	HEARING OFFICER (EA)	B	N	53,675	2,056.51	25.7064
U4214	CHIEF ASSISTANT, PLANNING	B	E	64,530	2,472.42	30.9052
U3203	DIRECTOR, CLEAR CREEK	A	E	43,511	1,667.09	20.8386
U3814	ADMINR, MOTOR POOL	A	E	57,247	2,193.37	27.4171
U4703	MANAGER, STATE PUBLIC WORKS	A	E	91,925	3,522.03	44.0254

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** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4714	DEP MANAGER PUBLIC WORKS BD	A	E	74,621	2,859.04	35.7380
U4504	DEP MANAGER PUBLIC WORKS BD	A	E	78,658	3,013.72	37.6715
8.	DEPARTMENT OF BUSINESS AND INDUSTRY					
U4100	DIRECTOR, BUSINESS & INDUSTRY	A	E	97,556	3,737.78	46.7222
U4104	DEP DIRECTOR	A	E	55,405	2,122.80	26.5350
U4311	COMMISSIONER, FINANCIAL INSTIT	A	E	73,098	2,800.69	35.0086
U4210	DEP COMM, FINANCL INSTIT (EA)	A	E	61,721	2,364.79	29.5599
U3913	OMBUDSMAN/REAL ESTATE	B	N	46,933	1,798.20	22.4775
U4211	CPA. FINANCIAL INSTITUTIONS	B	E	53,563	2,052.22	25.6528
U3915	ADMINR, MFG HOUSING	A	E	58,716	2,249.66	28.1207
U4306	ADMINR, REAL ESTATE	A	E	61,537	2,357.74	29.4717
U3914	DEP ADMINR, REAL ESTATE	A	E	49,320	1,889.66	23.6207
U4111	CHIEF, CONSUMER SERVICES	A	E	83,032	3,181.30	39.7663
U4213	COMMISSIONER, CONSUMER AFFAIRS	A	E	66,288	2,539.77	31.7471
U3809	ADMINR, HOUSING	A	E	69,618	2,667.36	33.3420
U3710	DEP ADMINR, HOUSING	A	E	58,353	2,235.74	27.9468
U3512	CHIEF ASSISTANT, HOUSING	A	N	44,744	1,714.33	21.4291
U3513	CHIEF FINANCIAL OFCR, HOUSING	B	E	64,425	2,468.39	30.8549
U4303	COMMISSIONER, INSURANCE	A	E	86,266	3,305.21	41.3151
U4315	DEP COMMISSIONER, INSUR (EA)	A	E	63,564	2,435.40	30.4425
U4317	LEAD ACTUARY, INSURANCE (EA)	B	E	99,747	3,821.73	47.7716
U4103	TAXICAB ADMINISTRATOR	A	E	67,828	2,598.78	32.4847
U4711	CHAIRMAN, TRANSP SVCS AUTH	A	E	90,386	3,463.06	43.2883
U4532	CHIEF TRANSPORTATION INSPECTOR	B	E	61,246	2,346.59	29.3324
U4513	COMMISSIONER-TSA (EA)	A	E	84,751	3,247.17	40.5896
U4419	FINANCIAL ANALYST	B	E	64,619	2,475.82	30.9478
U4314	MANAGER, TRANSPORTATION	A	E	68,171	2,611.91	32.6489
U4309	DEP COMMISSIONER	A	E	70,012	2,682.46	33.5307
U3816	ADMINISTRATIVE ATTORNEY	A	E	48,187	1,846.25	23.0781
U4516	ADMINR, INDUSTRIAL RELATIONS	A	E	79,649	3,051.69	38.1461
U4405	ASST ADMINR, INDUS RELATIONS	A	E	70,407	2,697.58	33.7198
U4517	ATTORNEY, INDUS RELATIONS (EA)	B	E	70,447	2,699.12	33.7390
U4518	SR ATTY INDUSTRIAL RELATIONS	B	E	80,901	3,099.66	38.7457
U4301	ASST ADMINR/INDUS INSUR REG	A	E	68,171	2,611.91	32.6489
U4207	ASST ADMINR/INDUS SAF/HLTH ENF	A	E	64,423	2,468.31	30.8539
U4505	ASST ADMINR, PREVENTATIVE SAFTY	A	E	64,090	2,455.55	30.6944
U4007	ASST ADMINR, MINE INSPECTION	A	E	60,259	2,308.78	28.8597
U4510	ATTORNEY FOR INJURED WORKERS	A	E	88,823	3,403.18	42.5398
U3917	DEP ATTY, INJURED WORKERS	B	E	77,241	2,959.42	36.9928
U3912	DEP ATTY, INJURED WRKRS (EA)	B	E	65,970	2,527.58	31.5948
U3709	DEP ATTY, INJURED WRKRS (EA)	B	E	77,241	2,959.42	36.9928
U4904	COMMISSIONER, EMPLOY-MGMT RELAT	A	E	58,299	2,233.68	27.9210
U2701	SECRETARY, EMPLOY-MGMT RELATNS	F	N	34,649	1,327.54	16.5943
U4201	EXEC DIR, STATE DAIRY COMM	A	E	64,841	2,484.33	31.0541
U4205	LABOR COMMISSIONER	A	E	64,866	2,485.29	31.0661
U3503	DEP LABOR COMMISSIONER	A	E	59,183	2,267.54	28.3443
U2900	CHIEF ASSISTANT, LABOR COMM	F	N	41,537	1,591.46	19.8932
U3502	EXEC DIR, ATHLETIC COMM	A	E	81,725	3,131.22	39.1403
9.	DEPARTMENT OF AGRICULTURE					
U4700	DIRECTOR, AGRICULTURE	A	E	77,865	2,983.34	37.2917
U4716	AGRICULTURE, DEPUTY DIRECTOR	A	E	66,829	2,560.50	32.0062
U3401	AGRICULTURE, BRAND INSP ADMINR	A	E	53,027	2,031.69	25.3961

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**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4710	AGRICULTURE, VET SVCS ADMINR	A	E	86,771	3,324.56	41.5570
U4718	WEIGHTS & MEASURES ADMINR	A	E	61,527	2,357.36	29.4670
U5010	AGRICULTURE. PLANT IND ADMINR	A	E	70,722	2,709.66	33.8707
10.	COMMISSION ON MINERAL RESOURCES					
U4706	ADMINR, MINERALS	A	E	83,035	3,181.42	39.7677
U3918	DEP ADMINR, MINERALS	A	E	66,427	2,545.10	31.8137
U3919	CHIEF FOR DANGEROUS MINES	A	E	53,884	2,064.52	25.8065
U3930	CHIEF FOR MINE REGULATION	B	E	59,744	2,289.04	28.6130
U3932	FIELD SPECIALIST/MINERALS (EA)	B	N	46,060	1,764.75	22.0594
U3916	PROGRAM MGR, OIL/GAS/GEOTHERML	A	E	76,456	2,929.35	36.6169
11.	DEPARTMENT OF CONSERVATION & NATURAL RESOURCES					
U4901	DIRECTOR, CONS/NAT RESOURCES	A	E	97,556	3,737.78	46.7222
U4920	ASST DIRECTOR	A	E	77,241	2,959.42	36.9928
U4509	ADMINR. ENVIRO PROTECTION	A	E	95,361	3,653.68	45.6710
U4708	STATE ENGINEER (WATER RESRCS)	A	E	95,361	3,653.68	45.6710
*U4204	STATE FORESTER FIRE WARDEN	A	E	78,335	3,001.34	37.5168
U4202	ADMINR, STATE PARKS	A	E	79,707	3,053.91	38.1739
U4206	ADMINR, STATE LANDS	A	E	69,805	2,674.52	33.4315
U3702	DIST SPVR, WATER COMMISSNRS	A	E	54,232	2,077.86	25.9732
U3821	ADMINR. WILD HORSE COMMISSION	A	E	43,955	1,684.10	21.0512
11A.	DEPARTMENT OF WILDLIFE					
U4304	DIRECTOR, WILDLIFE	A	E	97,556	3,737.78	46.7222
12.	COMMISSION ON ECONOMIC DEVELOPMENT					
U4808	EXEC DIRECTOR	A	E	86,169	3,301.50	41.2687
U4809	DEP DIRECTOR	A	E	68,576	2,627.43	32.8429
U4229	SR ASSOC, INDUS DEVLPMNT (EA)	B	N	61,391	2,352.14	29.4018
U4231	ASSOC, INDUS DEVELOP (EA)	B	N	50,930	1,951.34	24.3918
U4816	GRANT PROJECT ANALYST (EA)	B	N	44,219	1,694.22	21.1777
U4519	DIRECTOR. FILM	A	E	68,105	2,609.38	32.6173
U4811	SR ASSOCIATE, FILM	B	E	61,385	2,351.91	29.3989
U4812	ASSOC, FILM (EA)	B	E	50,930	1,951.34	24.3918
U4817	PROGRAM SPECIALIST (FA)	B	N	44,835	1,717.82	21.4727
13.	DEPARTMENT OF EDUCATION					
U4802	SUPT OF PUBLIC INSTRUCTION	A	E	97,556	3,737.78	46.7222
U4506	DEP SUPT INSTRUCT/RSRCH/EVAL	A	E	78,211	2,996.59	37.4574
U4302	DEP SUPT ADMIN/FISCAL SVCS	A	E	74,486	2,853.87	35.6734
14.	DEPARTMENT OF EMPLOYMENT, TRAINING & REHABILITATION					
U4500	DIRECTOR. DETR	A	E	97,556	3,737.78	46.7222
U3706	CHRM, DISABILITY EMPLOY POLICY	A	E	53,921	2,065.94	25.8242
U4511	ADMINR, REHABILITATION	A	E	74,720	2,862.83	35.7854
U4544	CHIEF AUDITOR	B	E	70,447	2,699.12	33.7390
U3705	ASSISTANT DIRECTOR. DETR (EA)	A	E	80,885	3,099.04	38.7380
U4600	ADMINR, EMPLOYMENT SECURITY	A	E	80,323	3,077.51	38.4689
U3803	EXEC DIR, EQUAL RIGHTS COMM	A	E	64,223	2,460.65	30.7581
15.	GAMING CONTROL BOARD					
U4801	CHAIRMAN, GAMING CONTROL BOARD	A	E	108,997	4,176.13	52.2016

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PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
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EFFECTIVE: ** JULY 2003

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U4503	MEMBER, GAMING CONTROL BD (EA)	A	E	101,349	3,883.10	48.5388
U1008	CHIEF, INVESTIGATION	A	E	80,602	3,088.20	38.6025
U1014	CHIEF, ENFORCEMENT	A	E	80,602	3,088.20	38.6025
U1019	CHIEF, AUDIT	A	E	80,602	3,088.20	38.6025
U1041	CHIEF, CORPORATE SECURITIES	A	E	80,602	3,088.20	38.6025
U1005	CHIEF, TAX AND LICENSE	A	E	80,602	3,088.20	38.6025
U1007	CHIEF, ADMINISTRATION	A	E	80,602	3,088.20	38.6025
U1024	CHIEF DEPUTY, ADMINISTRATION	A	E	73,275	2,807.47	35.0934
U4507	EXEC SECRETARY, GCB	A	E	73,275	2,807.47	35.0934
U1061	MANAGER, ELECTRONICS LAB	A	E	78,714	3,015.86	37.6983
U1062	CHIEF, ELECTRONICS	A	E	86,098	3,298.78	41.2347
U1070	SR LAB ENGINEER	B	E	74,965	2,872.22	35.9028
U1026	ELECTRONIC LAB ENGINEER (EA)	B	E	71,395	2,735.44	34.1930
U1010	COORDINATOR, APPLICANT SVCS	B	E	71,277	2,730.92	34.1365
U1015	CHIEF DEPUTY, ENFORCEMENT (EA)	A	E	73,275	2,807.47	35.0934
U1075	INFORMATION SERVICE MANAGER	A	E	74,965	2,872.22	35.9028
U1080	SR NETWORK SPECIALIST	C	E	64,307	2,463.87	30.7984
U1018	NETWORK SPECIALIST 2	C	E	59,261	2,270.54	28.3817
U1071	NETWORK SPECIALIST 1	C	N	53,668	2,056.25	25.7031
U1039	DATA MANAGEMENT ANALYST	B	E	63,418	2,429.81	30.3726
U1058	SYSTEM MANAGER	B	E	70,559	2,703.41	33.7926
U1065	PROGRAMMING MANAGER	A	E	70,559	2,703.41	33.7926
U1063	PROGRAMMING SUPERVISOR (EA)	B	E	66,462	2,546.44	31.8305
U1020	CHIEF DEPUTY, AUDIT (EA)	A	E	73,275	2,807.47	35.0934
U1009	CHIEF DEPUTY, INVESTIGATNS-EA	A	E	73,275	2,807.47	35.0934
U1013	CHIEF DEP, CORP SECURITIES-EA	A	E	73,275	2,807.47	35.0934
U1055	CHIEF DEP, TAX & LICENSE (EA)	A	E	73,275	2,807.47	35.0934
U1031	HEARINGS OFFICER (EA)	B	E	67,223	2,575.59	32.1949
U1064	ADMINISTRATIVE COORDINATOR	B	E	63,418	2,429.81	30.3726
U1085	PERSONNEL OFFICER	B	E	63,418	2,429.81	30.3726
U1090	FINANCIAL OFFICER	B	E	63,418	2,429.81	30.3726
U1004	SUPVR, INVESTIGATIONS (EA)	B	E	66,613	2,552.22	31.9028
U1001	SUPVR, ENFORCEMENT (EA)	B	E	66,613	2,552.22	31.9028
U1042	SUPVR, CORP SECURITIES (EA)	B	E	66,613	2,552.22	31.9028
U1029	SUPVR, AUDIT (EA)	B	E	66,613	2,552.22	31.9028
U1047	SUPVR, TAX & LICENSE (EA)	B	E	66,613	2,552.22	31.9028
U1025	SUPVR (EA)	B	N	66,613	2,552.22	31.9028
U1033	MANAGEMENT ANALYST (EA)	B	E	63,418	2,429.81	30.3726
U1051	DIST OFFICE MANAGER (EA)	B	E	71,277	2,730.92	34.1365
U1044	SR AGENT, CORP SECURITIES (EA)	B	N	57,675	2,209.77	27.6221
U1011	SR AGENT, INVESTIGATION (EA)	B	N	57,675	2,209.77	27.6221
U1032	TRAINING OFFICER	B	E	63,418	2,429.81	30.3726
U1021	SR AGENT, AUDIT (EA)	B	E	57,675	2,209.77	27.6221
U1066	SR AGENT, TAX & LICENSE (EA)	B	N	57,675	2,209.77	27.6221
U1067	SR RESEARCH SPECIALIST (EA)	B	E	70,559	2,703.41	33.7926
U1016	SR AGENT, ENFORCEMENT (EA)	C	N	57,675	2,209.77	27.6221
U1048	AGENT, CORP SECURITIES (EA)	B	N	52,432	2,008.89	25.1111
U1022	AGENT, AUDIT (EA)	B	E	52,432	2,008.89	25.1111
U1012	AGENT, INVESTIGATIONS (EA)	B	N	52,432	2,008.89	25.1111
U1017	AGENT, ENFORCEMENT (EA)	D	N	52,432	2,008.89	25.1111
U1050	AGENT, TAX & LICENSE (EA)	B	N	52,432	2,008.89	25.1111
U1028	ELECTRONICS TECHNICIAN (EA)	C	N	46,723	1,790.15	22.3769
U1095	SR PROGRAM ANALYST (EA)	B	E	59,746	2,289.12	28.6140
U1060	PROGRAMMER ANALYST (EA)	B	E	56,440	2,162.46	27.0307

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U1100	COMPUTER SYSTEMS TECHNICIAN	F	N	39,462	1,511.95	18.8994
U1069	SPECIAL AGENT (EA)	B	N	60,559	2,320.27	29.0034
16.	DEPARTMENT OF HUMAN RESOURCES					
U4900	DIRECTOR, HUMAN RESOURCES	A	E	97,972	3,753.72	46.9215
U4608	DEP DIRECTOR	A	E	78,232	2,997.39	37.4674
U4610	ADMINR, HEALTH CARE FINANCING	A	E	87,729	3,361.26	42.0158
U4612	DEP ADMINR, MEDICAID	A	E	77,242	2,959.46	36.9933
U4603	ADMINR, HEALTH	A	E	80,322	3,077.47	38.4684
U4615	STATE HEALTH OFFICER	A	E	127,744	4,894.41	61.1801
U5301	MEDICAL PRGRM COORD, MH	A	E	149,999	5,747.09	71.8386
U5303	MEDICAL PRGRM COORD ST-WIDE MH	A	E	161,138	6,173.87	77.1734
U5300	ADMINR, MH & DEVELOPMENTAL SVC	A	E	95,169	3,646.32	45.5790
U4907	DEP ADMINR, MH & DEVELOP SVCS	A	E	80,625	3,089.08	38.6135
U4806	STATE WELFARE ADMINISTRATOR	A	E	91,925	3,522.03	44.0254
U4108	ADMINR, CHILD & FAM SERVICES	A	E	82,191	3,149.08	39.3635
U4117	DEP ADMINR. DCFS (EA)	A	E	73,257	2,806.78	35.0848
U4218	ADMINR, AGING SERVICES	A	E	66,258	2,538.62	31.7328
U4114	DEP ADMINR, AGING SVCS-LV	A	E	58,431	2,238.74	27.9842
U4115	DEP ADMINR, AGING SVCS-CC	A	E	58,431	2,238.74	27.9842
U4118	CHIEF, ELDER RIGHTS	A	E	56,193	2,152.99	26.9124
*U4106	SUPT YOUTH TRAINING CENTER	A	E	70,295	2,693.30	33.6662
*U4105	SUPT CALIENTE YOUTH CENTER	A	E	67,965	2,604.02	32.5503
U4616	SUPT, SUMMIT VIEW YOUTH CC	A	E	77,324	2,962.61	37.0326
U3808	EXEC DIR, NV INDIAN COMM	A	E	53,675	2,056.51	25.7064
17.	DEPARTMENT OF INFORMATION TECHNOLOGY					
U4910	DIRECTOR, INFO TECHNOLOGY	A	E	97,556	3,737.78	46.7222
U4924	DEPUTY DIRECTOR, INFO TECH	A	E	81,398	3,118.70	38.9837
U4925	CHIEF OF ADMINISTRATION	A	E	81,132	3,108.50	38.8563
18.	OFFICE OF THE MILITARY					
U4307	ADJUTANT GENERAL	A	E	82,910	3,176.63	39.7079
19.	DEPARTMENT OF MOTOR VEHICLES					
U4602	DIRECTOR, MOTOR VEHICLES	A	E	97,556	3,737.78	46.7222
U4110	DEP DIRECTOR, MOTOR VEHICLES	A	E	92,678	3,550.88	44.3860
20.	DEPARTMENT OF PUBLIC SAFETY					
U4130	DIRECTOR, PUBLIC SAFETY	A	E	97,556	3,737.78	46.7222
*U4109	DEP DIRECTOR, PUBLIC SAFETY	A	E	92,678	3,550.88	44.3860
*U4404	CHIEF PAROLE & PROBATION OFCR	A	E	88,648	3,396.47	42.4559
U3910	CHAIRMAN, BOARD OF PAROLE COMM	A	E	81,710	3,130.65	39.1331
U3911	PAROLE BOARD MEMBER (EA)	A	E	64,887	2,486.09	31.0761
U3506	SECRETARY TO PAROLE BOARD	F	N	47,047	1,802.57	22.5321
U3703	CHIEF, EMERGENCY MANAGEMENT	A	E	66,100	2,532.57	31.6571
U4203	STATE FIRE MARSHAL	A	E	74,348	2,848.58	35.6073
21.	DEPARTMENT OF CULTURAL AFFAIRS					
U3900	DIRECTOR, CULTURAL AFFAIRS	A	E	81,950	3,139.85	39.2481
U4220	ADMINR, MUSEUMS & HISTORY	A	E	70,575	2,704.02	33.8003
22.	DEPARTMENT OF PERSONNEL					
U4604	DIRECTOR, PERSONNEL	A	E	83,542	3,200.84	40.0105

* EMPLOYEES IN THIS CLASS MAY QUALIFY FOR POLICE/FIRE RETIREMENT (SEE PAY POL 12)

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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%.

THIS SCHEDULE WAS DEVELOPED FROM THE REGULAR EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE FACTOR OF .90806 FOR REGULAR EMPLOYEES AND .8709 FOR POLICE/FIRE EMPLOYEES.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4607	EQUAL EMPLOYMENT OPPORTUNITY OFCR	A	E	56,350	2,159.00	26.9875
23.	DEPARTMENT OF CORRECTIONS					
*U4704	DIRECTOR, CORRECTIONS	A	E	97,556	3,737.78	46.7222
*U4717	MEDICAL DIRECTOR	A	E	151,405	5,800.96	72.5120
U4709	CORRECTIONAL PGMS COORDINATOR	A	E	88,810	3,402.68	42.5335
24.	OFFICE OF THE STATE PUBLIC DEFENDER					
U4502	STATE PUBLIC DEFENDER	A	E	88,823	3,403.18	42.5398
U4004	SPVG PUB DEFENDR-OFFICE	A	E	80,901	3,099.66	38.7457
U4005	S W G PUB DEFENDR-TRIAL (EA)	A	E	77,241	2,959.42	36.9928
U4006	SPVG PUB DEFENDR-APPEALS (EA)	A	E	77,241	2,959.42	36.9928
U3907	DEP PUBLIC DEFENDER (EA)	B	E	65,970	2,527.58	31.5948
U3922	DEP PUBLIC DEFENDER-APPEL (EA)	B	E	65,970	2,527.58	31.5948
U3607	INVESTIGATOR (EA)	D	N	46,586	1,784.90	22.3113
25.	PUBLIC UTILITIES COMMISSION OF NEVADA					
U4702	CHAIRMAN, PUBLIC UTILITIES COM	A	E	90,386	3,463.06	43.2883
U4501	PUBLIC UTILITIES COMMISSNR (EA)	A	E	84,751	3,247.17	40.5896
U4740	SR FINANCIAL ANALYST	B	E	64,619	2,475.82	30.9478
U4406	FINANCIAL ANALYST (EA)	B	E	64,619	2,475.82	30.9478
U3903	STAFF COUNSEL	B	E	84,762	3,247.58	40.5948
U3811	ASST STAFF COUNSEL (EA)	B	E	80,901	3,099.66	38.7457
U4745	SR POLICY ADVISOR-TELECOMM	B	E	67,907	2,601.80	32.5225
U3904	SPVR, CONSUMER COMPLAINT	A	E	56,264	2,155.71	26.9464
U4912	LEGAL COUNSEL	B	E	84,946	3,254.64	40.6830
U3908	MANAGER, SAFETY - Q & A	A	E	75,323	2,885.94	36.0742
U3921	MANAGER, SYSTEMS OPERATION	A	E	64,619	2,475.82	30.9478
U3902	PUB EDU/STAT ANALYS OFCR (EA)	B	E	52,905	2,027.01	25.3376
U3810	ADMINISTRATIVE ATTORNEY (EA)	B	E	49,178	1,884.22	23.5527
U4919	MGR, RESOURCE/MARKET ANALYSIS	A	E	77,865	2,983.34	37.2917
U4409	ENGINEER, WATER	B	E	64,619	2,475.82	30.9478
U4410	ENGINEER, ELECTRIC (EA)	B	E	67,907	2,601.80	32.5225
U4401	SR GAS PIPELINE ENGINEER	B	E	68,172	2,611.95	32.6494
U4411	ENGINEER, GAS PIPELINE (EA)	B	E	64,619	2,475.82	30.9478
U4417	SR ENGINEERING ANALYST	B	E	57,906	2,218.62	27.7328
U4605	MANAGER, POLICY ANALYSIS	A	E	75,323	2,885.94	36.0742
U4804	DIRECTOR, REGULATORY OPERATNS	A	E	84,751	3,247.17	40.5896
U4310	MGR, CONSUMER COMPLAINT RES	A	E	69,588	2,666.21	33.3276
U4226	SR ANALYST	B	E	57,906	2,218.62	27.7328
U3713	RURAL CONSUMER REP	A	E	52,245	2,001.73	25.0216
U3925	MGR, TARIFFS & COMPLIANCE	A	E	70,012	2,682.46	33.5307
U4520	COMMISSION SECRETARY	A	E	73,497	2,815.98	35.1997
U4750	ASST COMMISSION SECRETARY	F	E	64,619	2,475.82	30.9478
U4760	SR REGULATORY ECONOMIST	B	E	69,355	2,657.28	33.2160
U4515	REGULATORY ECONOMIST (EA)	B	E	69,355	2,657.28	33.2160
U3927	COMMISSION POLICY ADVISRY (EA)	A	E	71,303	2,731.91	34.1489
U3929	SR UTILITY ANALYST (EA)	B	E	57,906	2,218.62	27.7328
U4526	RESOURCE PLANNING ENGINEER	B	E	64,619	2,475.82	30.9478
U4534	ASST GENERAL COUNSEL (EA)	B	E	80,901	3,099.66	38.7457
U4524	LEGAL CASE MANAGER	E	E	45,193	1,731.54	21.6442
U4761	HEARINGS OFFICER	B	E	80,901	3,099.66	38.7457
26.	DEPARTMENT OF TAXATION					
U4701	EXEC DIRECTOR	A	E	97,556	3,737.78	46.7222

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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%.

THIS SCHEDULE WAS DEVELOPED FROM THE REGULAR EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE FACTOR OF .90806 FOR REGULAR EMPLOYEES AND .8709 FOR POLICE/FIRE EMPLOYEES.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4300	DEP EXECUTIVE DIRECTOR (EA)	A	E	69,978	2,681.15	33.5144
27.	COMMISSION ON TOURISM					
U4807	EXEC DIRECTOR	A	E	86,169	3,301.50	41.2687
U4850	DEPUTY OPERATIONS/FINANCE	A	E	65,583	2,512.76	31.4095
U4227	PUBLIC INFORMATION OFFICER	A	E	63,270	2,424.14	30.3017
U4232	DEVELOPMNT SPEC 2-TOURISM (EA)	B	E	61,391	2,352.14	29.4018
U4228	DEVELOPMNT SPEC-TOURISM (EA)	B	E	57,641	2,208.46	27.6058
U4234	PROJECT ANALYST. TOURISM	B	N	44,219	1,694.22	21.1777
U4540	DEVELOPMNT SPEC-NEVADA MAGAZINE	B	E	51,062	1,956.40	24.4550
U4403	EDITOR PUBLISHER, NV MAGAZINE	A	E	69,750	2,672.42	33.4052
U3205	ASSOC EDITOR	B	N	38,294	1,467.20	18.3400
U3708	MANAGING EDITOR, PUBLICATIONS	B	E	53,615	2,054.22	25.6777
U3304	MARKET/PROMO MGR, PUBLICATIONS	B	N	38,294	1,467.20	18.3400
U4810	PRODUCTION MANAGER	B	E	43,219	1,655.90	20.6988
U3210	ART DIRECTOR (EA)	A	E	45,666	1,749.66	21.8707
28.	DEPARTMENT OF TRANSPORTATION					
U5000	DIRECTOR, NDOT	A	E	97,556	3,737.78	46.7222
U4705	DEP DIRECTOR. NDOT (EA)	A	E	92,365	3,538.89	44.2361
U4707	HEARINGS OFFICER	B	E	57,906	2,218.62	27.7328
29.	SUPREME COURT					
U0975	SUPVY STAFF ATTORNEY (EA)	B	E	98,182	3,761.76	47.0220
U0976	DEP SPVY STAFF ATTORNEY	A	E	84,762	3,247.58	40.5948
U0982	CHIEF ASSISTANT CLERK	B	E	84,762	3,247.58	40.5948
U0981	CHIEF CLERK	B	E	98,182	3,761.76	47.0220
U3714	CHIEF DEPUTY CLERK	B	N	57,420	2,200.00	27.5000
U0978	COURT ADMINISTRATOR	B	N	90,836	3,480.30	43.5038
U0979	DEP COURT ADMINISTRATOR (EA)	A	N	74,774	2,864.90	35.8113
U0974	PRINCIPAL STAFF ATTORNEY (EA)	B	E	77,241	2,959.42	36.9928
U0977	STAFF ATTORNEY (EA)	B	E	70,447	2,699.12	33.7390
U0980	LAW LIBRARIAN	B	E	76,993	2,949.92	36.8740
U0987	SR LAW CLERK (EA)	E	E	45,558	1,745.52	21.8190
30.	COLORADO RIVER COMMISSION					
U4803	DIRECTOR. COLORADO RIVER COMM	A	E	104,292	3,995.86	49.9483
U4001	DEP DIRECTOR	A	E	99,160	3,799.23	47.4904
U4010	SPECIAL ASSISTANT	B	E	69,619	2,667.39	33.3424
U4012	DIVISION HEAD, POWER	A	E	94,496	3,620.54	45.2567
U4013	DIVISION HEAD, WATER	A	E	94,496	3,620.54	45.2567
U4014	ADMIN SERVICES OFFICER	A	E	94,496	3,620.54	45.2567
U4031	OFFICE MANAGER	F	E	51,941	1,990.08	24.8760
U4017	SR ENERGY ACCOUNTANT	B	E	70,829	2,713.75	33.9219
U4018	NATURAL RESOURCE SPEC (EA)	B	E	82,161	3,147.93	39.3491
U4020	ENVIRONMENTAL PROGRAM MGR	A	E	84,994	3,256.47	40.7059
U4021	NETWORK ADMINISTRATOR	C	E	61,385	2,351.91	29.3989
U4022	POWER SUPPLY MANAGER	A	E	84,994	3,256.47	40.7059
U4023	ASST DIRECTOR ENGR & OPS	A	E	94,438	3,618.31	45.2289
U4034	ASST DIRECTOR ENERGY INFO SYS	A	E	84,994	3,256.47	40.7059
U4024	POWER FACILITIES MANAGER	A	E	84,994	3,256.47	40.7059
U4025	POWER FACILITIES COMM TECH	C	N	66,107	2,532.83	31.6604
U4026	SR PWR FAC ELECTRICIAN-EA	G	N	66,107	2,532.83	31.6604
U4035	SR PWR FACILITIES ENGINEER	B	E	81,725	3,131.22	39.1403

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THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%.

THIS SCHEDULE WAS DEVELOPED FROM THE REGULAR EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE FACTOR OF .90806

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 11
UNCLASSIFIED EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
U4027	POWER FACILITIES ENGINEER	B	E	75,551	2,894.67	36.1834
U4028	POWER FACILITIES ELECTRICIAN	G	N	61,385	2,351.91	29.3989
U4029	HYDROPOWER PROGRAM MGR	A	E	89,716	3,437.39	42.9674
U4030	ASST HYDROPOWER PROGRAM MGR	A	E	80,273	3,075.59	38.4449
U4036	NATURAL RESOURCE TECH (EA)	C	N	59,024	2,261.46	28.2682
31.	WICHE					
U3920	DIRECTOR, WICHE	A	E	60,006	2,299.08	28.7385
32.	COMMISSION ON JUDICIAL DISCIPLINE					
U0919	GENERAL COUNSEL	B	E	111,245	4,262.26	53.2783
33.	ETHICS COMMISSION					
U2901	EXEC DIRECTOR	A	E	73,970	2,834.10	35.4262
U2902	COUNSEL, ETHICS COMMISSION	B	E	70,447	2,699.12	33.7390
34.	PUBLIC EMPLOYEES BENEFITS PROGRAM					
U2800	EXEC OFFICER	A	E	94,496	3,620.54	45.2567
U2810	EXEC ASSISTANT	B	E	54,599	2,091.91	26.1489
U2802	QUALITY CONTROL OFFICER	B	E	70,348	2,695.33	33.6916
U2803	OPERATIONS OFFICER	B	E	78,747	3,017.13	37.7141
U2804	ACCOUNTING OFFICER	B	E	68,248	2,614.86	32.6858
U2805	INFO TECHNOLOGY SYSTEMS OFCR	B	E	71,397	2,735.52	34.1940
U2806	FINANCIAL ANALYST	B	E	60,478	2,317.17	28.9646
35.	VETERANS' SERVICES					
U3402	DIRECTOR, VETERANS' HOME	A	E	73,475	2,815.14	35.1892
U3400	NV COMMISSNR, VET SERVICES	A	E	54,128	2,073.87	25.9234
U3200	NV DEP COMMISSNR, VET SERVICES	A	E	44,341	1,698.89	21.2361
36.	PEACE OFFICERS STANDARDS & TRAINING					
U3404	EXEC DIRECTOR	A	E	70,997	2,720.19	34.0024

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** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 12
UNCLASSIFIED EMPLOYEES
ON POLICE/FIRE EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: JULY 01, 2003

TITLE CODE	TITLE DESCRIPTION	EEO-4	OVERTIME EXEMPT (E) NON-EXEMPT (N)	APPROX ANNUAL SALARY	APPROX BIWEEKLY SALARY	APPROX HOURLY RATE
6.	OFFICE OF THE ATTORNEY GENERAL					
(D)	POLICE/FIRE RATES FOR APPROVED CLASSES					
U0903	CHIEF INVESTIGATOR	A	E	60,707	2,325.94	29.0742
U0907	SR INVESTIGATOR (EA)	B	N	52,755	2,021.26	25.2658
U0900	INVESTIGATOR (EA)	B	N	50,041	1,917.28	23.9660
U0993	SUPVG INSURANCE FRAUD INVEST	D	N	52,755	2,021.26	25.2658
U0994	INSURANCE INVESTIGATOR (EA)	D	N	50,041	1,917.28	23.9660
U0901	CHIEF WKRS COMP FRAUD INVEST	A	E	58,142	2,227.66	27.8458
U0902	SR WKRS COMP FRAUD INVST (EA)	D	N	52,755	2,021.26	25.2658
U4421	SR INVESTIGATOR (FA)	B	N	52,755	2,021.26	25.2658
U4425	INVESTIGATOR (EA)	B	N	50,041	1,917.28	23.9660
U3202	INVESTIGATOR	B	N	50,041	1,917.28	23.9660
11.	DEPARTMENT OF CONSERVATION & NATURAL RESOURCES					
U4204	STATE FORESTER FIRE WARDEN	A	E	75,129	2,878.50	35.9813
16.	DEPARTMENT OF HUMAN RESOURCES					
U4106	SUPT YOUTH TRAINING CENTER	A	E	67,418	2,583.06	32.2883
U4105	SUPT CALIENTE YOUTH CENTER	A	E	65,183	2,497.43	31.2179
20.	DEPARTMENT OF PUBLIC SAFETY					
U4109	DEP DIRECTOR, PUBLIC SAFETY	A	E	88,885	3,405.55	42.5694
U4404	CHIEF PAROLE & PROBATION OFCR	A	E	85,020	3,257.47	40.7184
23.	DEPARTMENT OF CORRECTIONS					
U4704	DIRECTOR, CORRECTIONS	A	E	93,563	3,584.79	44.8099
U4717	MEDICAL DIRECTOR	A	E	145,210	5,563.60	69.5450

EMPLOYEES ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT PLAN IF THEY WERE ON THE POLICE/FIRE RETIREMENT PLAN PRIOR TO THEIR PROMOTION INTO ONE OF THESE CLASSES.

AN "E" IN THE OVERTIME COLUMN DESIGNATES CLASSES IN WHICH EMPLOYEES ARE EXCLUDED FROM RECEIVING ANY OVERTIME COMPENSATION. AN "N" DESIGNATES CLASSES ELIGIBLE FOR OVERTIME.

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER-PAID RETIREMENT FUND IS 28.50%. WHICH INCLUDES 1% FOR THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE REGULAR EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE FACTOR OF .8709.

PAY POLICY 30
ELECTED OFFICIALS
ON **EMPLOYEE/EMPLOYER** PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	ANNUAL SALARY	BIWEEKLY SALARY	DAILY RATE	HOURLY RATE
E1020	GOVERNOR	117,000	4,487.67	320.5479	56.0959
E1030	ATTORNEY GENERAL	110,000	4,219.18	301.3699	52.7398
E1040	SECRETARY OF STATE	80,000	3,068.49	219.1781	38.3561
E1050	CONTROLLER	80,000	3,068.49	219.1781	38.3561
E1060	TREASURER	80,000	3,068.49	219.1781	38.3561
E1070	LIEUTENANT GOVERNOR	50,000	1,917.81	136.9863	23.9726

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT **EMPLOYEE/EMPLOYER-PAID** RETIREMENT IS 10.50%.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 31
ELECTED OFFICIALS
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: ** JULY 2003

TITLE CODE	TITLE DESCRIPTION	ANNUAL SALARY	BIWEEKLY SALARY	DAILY RATE	HOURLY RATE
E1020	GOVERNOR	106,243	4,075.07	291.0767	50.9384
E1030	ATTORNEY GENERAL	99,887	3,831.28	273.6630	47.8910
E1040	SECRETARY OF STATE	72,645	2,786.38	199.0274	34.8298
E1050	CONTROLLER	72,645	2,786.38	199.0274	34.8298
E1060	TREASURER	72,645	2,786.38	199.0274	34.8298
E1070	LIEUTENANT GOVERNOR	45,403	1,741.49	124.3918	21.7686

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 20.25%.

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**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2003.

PAY POLICY 06
CLASSIFIED MEDICAL EMPLOYEES
ON EMPLOYEE/EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: JULY 01, 2003

TITLE CODE	TITLE DESCRIPTION	APPROX. ANNUAL SALARY	APPROX. BIWEEKLY SALARY	APPROX. HOURLY RATE
10.211	SR PHYSICIAN (RANGE A)	120,552	4,618.85	57.7356
10.212	SR PHYSICIAN (RANGE B)	130,798	5,011.42	62.6427
10.219	SR PHYSICIAN (RANGE C)	135,584	5,194.79	64.9349
10.109	SR PSYCHIATRIST (RANGE A)	130,798	5,011.42	62.6427
10.110	SR PSYCHIATRIST (RANGE B)	135,582	5,194.71	64.9339
10.111	SR PSYCHIATRIST (RANGE C)	154,123	5,905.10	73.8137
10.203	STATE HEALTH OFFICER (RANGE A)	135,582	5,194.71	64.9339
10.204	STATE HEALTH OFFICER (RANGE B)	138,128	5,292.26	66.1533
10.202	STATE HEALTH OFFICER (RANGE C)	140,678	5,389.96	67.3745
10.251	SR INSTITUTIONAL DENTIST (A)	106,912	4,096.25	51.2031
10.252	SR INSTITUTIONAL DENTIST (B)	120,626	4,621.69	57.7711
10.221	MEDICAL DIRECTOR (ST LAB)	135,582	5,194.71	64.9339
10.286	VETERINARY DIAGNOSTICIAN	78,309	3,000.34	37.5043
10.285	SR VETERINARY DIAGNOSTICN	81,334	3,116.25	38.9531
10.284	SUPERVISOR. ANIMAL DISEASE LAB	84,522	3,238.39	40.4799
10.705	PHARMACIST 3	104,958	4,021.38	50.2672
10.703	PHARMACIST 2	95,416	3,655.78	45.6973
10.709	PHARMACIST 1	86,742	3,323.45	41.5431

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER-PAID RETIREMENT IS 09.75%.

PAY POLICY 07
CLASSIFIED MEDICAL EMPLOYEES
ON EMPLOYER PAID RETIREMENT
COMPENSATION SCHEDULE

EFFECTIVE: JULY 01, 2003

TITLE CODE	TITLE DESCRIPTION	APPROX. ANNUAL SALARY	APPROX. BIWEEKLY SALARY	APPROX. HOURLY RATE
10.211	SR PHYSICIAN (RANGE A)	110,221	4,223.02	52.7878
10.212	SR PHYSICIAN (RANGE B)	119,589	4,581.95	57.2744
10.219	SR PHYSICIAN (RANGE C)	123,964	4,749.58	59.3697
10.109	SR PSYCHIATRIST (RANGE A)	119,589	4,581.95	57.2744
10.110	SR PSYCHIATRIST (RANGE B)	123,963	4,749.54	59.3693
10.111	SR PSYCHIATRIST (RANGE C)	140,915	5,399.04	67.4880
10.203	STATE HEALTH OFFICER (RANGE A)	123,963	4,749.54	59.3693
10.204	STATE HEALTH OFFICER (RANGE B)	126,290	4,838.70	60.4837
10.202	STATE HEALTH OFFICER (RANGE C)	128,622	4,928.05	61.6006
10.251	SR INSTITUTIONAL DENTIST (A)	97,750	3,745.21	46.8151
10.252	SR INSTITUTIONAL DENTIST (B)	110,288	4,225.59	52.8199
10.221	MEDICAL DIRECTOR (ST LAB)	123,963	4,749.54	59.3693
10.286	VETERINARY DIAGNOSTICIAN	71,598	2,743.22	34.2902
10.285	SR VETERINARY DIAGNOSTICN	74,364	2,849.19	35.6149
10.284	SUPERVISOR, ANIMAL DISEASE LAB	77,278	2,960.84	37.0105
10.705	PHARMACIST 3	95,963	3,676.74	45.9593
10.703	PHARMACIST 2	87,239	3,342.49	41.7811
10.709	PHARMACIST 1	79,308	3,038.62	37.9828

THE CONTRIBUTION RATE FOR REGULAR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER-PAID RETIREMENT IS 18.75%.

THIS SCHEDULE WAS DEVELOPED FROM THE REGULAR EMPLOYEE/EMPLOYER-PAID COMPENSATION SCHEDULE BY MULTIPLYING THE ANNUAL SALARY BY THE FACTOR OF .91430